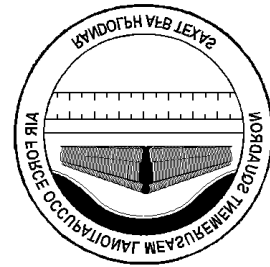




**UNITED STATES
AIR FORCE**



OCCUPATIONAL SURVEY REPORT



**DIET THERAPY
AFSC 4D0X1**

OSSN: 2472

MAY 2002

**OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
1550 5th STREET EAST
RANDOLPH AFB, TEXAS 78150-4449**

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Report Documentation Page		
Report Date 01MAY2002	Report Type N/A	Dates Covered (from... to) -
Title and Subtitle Occupational Survey Report Diet Therapy AFSC 4DOX1	Contract Number	
	Grant Number	
	Program Element Number	
Author(s)	Project Number	
	Task Number	
	Work Unit Number	
Performing Organization Name(s) and Address(es) Occupational Analysis Program Air Force Occupational Measurement Squadron Air Education and Training Command 1550 5th Street East Randolph AFB, TX 78150-4449	Performing Organization Report Number	
Sponsoring/Monitoring Agency Name(s) and Address(es)	Sponsor/Monitor's Acronym(s)	
	Sponsor/Monitor's Report Number(s)	
Distribution/Availability Statement Approved for public release, distribution unlimited		
Supplementary Notes		
Abstract		
Subject Terms		
Report Classification unclassified	Classification of this page unclassified	
Classification of Abstract unclassified	Limitation of Abstract UU	
Number of Pages 79		

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PREFACE

This report presents the results of an Air Force Occupational Survey of the Diet Therapy career field, Air Force Specialty Code (AFSC) 4D0X1. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

Second Lieutenant Layla Sweet developed the survey instrument. Ms. Karen Tilghman provided computer-programming support while Ms. Dolores Navarro provided administrative support. Dr Burke Burright analyzed the data and wrote the final report. This report has been reviewed and approved by Major Jose E. Caussade, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to AFOMS/OMYXI, 1550 5th Street East, Randolph Air Force Base, Texas 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our web site at <https://www.omsq.af.mil>.

EUGENE H. HENRY, Lt Col, USAF
Commander
Air Force Occupational Measurement Sq

JOHN L. KAMMRATH
Chief, Occupational Analysis
Air Force Occupational Measurement Sq

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SUMMARY OF RESULTS

1. **Survey Coverage**: The Diet Therapy career field was surveyed to provide current job and task data for developing promotion tests, as well as for use in updating career field documents and validating training program content. Survey results are based on responses from 212 Active Duty (AD) and 24 Air Force Reserve Command (AFRC) respondents.
2. **Specialty Jobs**: The analysis of job structure identified two clusters and four independent jobs (IJs). The Hospital Kitchen Cluster is the predominant cluster, accounting for 48 percent of the survey population. The remaining cluster and jobs are the Clinical Dietetics Independent Job; Nutritional Education Independent Job; NCOIC Equipment Independent Job; Storeroom Independent Job; and Management, Supervision, and Training Cluster.
3. **Career Ladder Progression**: Progression for AD members in the Diet Therapy career field follows a regular pattern. Most airmen at the 3-skill level work in hospital kitchens. At the 5-skill level, some AD members move into non-kitchen jobs and start to take on management and supervisory duties. The 7-skill level sees a further decline in food preparation and serving activities and a sharp increase in management and supervision activities. The three AD personnel at the 9-skill level are highly focused on management. The AFRC members in the sample devoted smaller fractions of their duty time to management and supervision activities than do their AD counterparts at the 5- and 7-skill levels.
4. **Training Analysis**: The STS provides comprehensive coverage of the work performed by personnel in this career field, with survey data supporting the majority of the essential elements. However, this study's data did not support continuing the performance coding of any of the elements in the Medical Readiness and Subsistence Control sections of the STS.

Block III of the POI for the Diet Therapy Apprentice course contains many unsupported learning objectives. Training personnel should review the unsupported objectives to determine which, if any, are suitable for deletion. This report also found a few unmatched tasks that involved activities specific to diet therapy; most of these unmatched tasks involved either Performing Therapeutic Food Preparation Activities (Duty B) or Applying Diet Therapy and Clinical Nutrition (Duty E).

5. **Job Satisfaction**: Airmen in their first two enlistments find their jobs to be less interesting, to use their talents less fully, and to provide less of a sense of accomplishment than do airmen in comparative medical AFSCs. However, they intend to reenlist at the same rates as do airmen in the comparison group.

Airmen in the Clinical Dietetics Independent Job have much lower levels of job satisfaction and reenlistment intentions. The individuals in the Nutrition Education Cluster, the Management, Supervision, and Training Cluster, and the Equipment Independent Job expressed the highest levels of job satisfaction in the Diet Therapy career field.

Perceptions of job satisfaction have changed little since the last study. However, the reenlistment intentions of airmen in their first enlistments have declined sharply since 1999.

6. **Predictive Retention Analysis**: Factors that have strong, positive influences on the reenlistment intentions of airmen in the Diet Therapy career ladder include pay and allowances; educational, medical and retirement benefits; and job security. Factors that have important negative influences on the separation intentions of airmen in the Diet Therapy career ladder include pay and allowances and (a dislike for) the military lifestyle. Lack of recognition of their efforts is an important reason why a number separate after the first and second terms. Unit manning level is important to the decision to separate for airmen in the their second terms and in the career force.

7. **Implications**: The job structure analysis indicates that the present classification structure, as described in the latest specialty description, can be enhanced by describing more fully the activities of the airmen in the Nutritional Education Independent Job. Career field leadership and training personnel should review the STS and POI for unsupported elements and learning objectives. Moreover, they should review the handfults of tasks that were not referenced to the STS or the POI but that are performed by substantial numbers of first-job members for possible inclusion in the STS and the POI.

**OCCUPATIONAL SURVEY REPORT (OSR)
DIET THERAPY
(AFSC 4D0X1)**

INTRODUCTION

The Air Force Occupational Measurement Squadron (AFOMS) conducted this Occupational Survey Report (OSR) on the Air Force Specialty Code (AFSC) 4D0X1 career field. AFI 36-2623 provides the authority for conducting occupational surveys. The last occupational survey report for this career field was published in March 1999. Survey data will be used to identify current utilization patterns among career field personnel and evaluate career field documents and training programs. It will also be used to support Specialty Knowledge Test (SKT) development.

Background

As described in the *Specialty Description* of AFMAN 36-2108, *Enlisted Classification*, 31 Oct 2001, members of the 4D0X1 career field procure, store, prepare, cook, bake, and serve food for regular and therapeutic diets. They perform clinical dietetic tasks, including receiving and processing diet orders, conducting dietary rounds, and evaluating dietary history. They also carry out supply and subsistence management control, including collecting monies and drawing supplies.

Enlisted personnel entering the Diet Therapy career field attend the Apprentice Services Specialist course (L3AQR4D031-000) at Lackland AFB, TX, for 6 weeks and 1 day. Then, they complete their initial training by attending the Diet Therapy Apprentice course (J3ABR4D031-002) at Sheppard AFB, TX, for 5 weeks. The first course focuses on general cooking topics while the second focuses on nutrition, therapeutic diets, and nutritional medicine service administration.

Entry into this career field currently requires an Armed Forces Vocational Aptitude Test Battery (ASVAB) score of General - 43; a strength factor of "G" (Weight lift of 40 lbs.) is also required.

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SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2472, dated July 2001. A tentative task list was prepared after reviewing pertinent career field publications and directives, pertinent tasks from the previous survey instrument, and data from the last OSR. Twenty-six subject-matter experts (SMEs), representing four operational units and a training unit, refined and validated the preliminary task list through personal interviews.

<u>BASE</u>	<u>UNIT VISITED</u>
Sheppard AFB, TX	382 TRS/TRR 82 MSS
Travis AFB, CA	60 MSS
Nellis AFB, NV	99 MSS
Lackland AFB, TX	59 MSS

The resulting JI contains a comprehensive listing of 444 tasks grouped under 16 duty headings, as well as a background section. The background questions request such information as job title, time in career field and present job, job satisfaction and reenlistment intentions, reasons for reenlistment intentions, primary and duty AFSC, paygrade, base and command of assignment, special diets prepared, and equipment used or operated.

Survey Administration

From July to Oct 2001, Survey Control Monitors at operational units worldwide administered the inventory to eligible 4D0X1 personnel. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX. Each individual who completed the inventory first completed an identification and biographical information section and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated each of these tasks on a 9-point scale, showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount time spent). To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

Survey Sample

Table 1 reflects the distribution, by Duty AFSC (DAFSC), of assigned 4D0X1 Diet Therapy personnel as of May 2001. The 236 respondents in the final sample represent 50 percent of the total assigned personnel and 56 percent of the total personnel surveyed. Table 2 reflects the paygrade and Major Command (MAJCOM) distributions for this study.

As can be seen from Tables 1 and 2, the DAFSC, paygrade, and command distributions of the survey sample are very close to the percent assigned. This indicates a high probability that the survey is an accurate representation of the respective populations for this career field.

TABLE 1
DAFSC DISTRIBUTION OF SURVEYED PERSONNEL

DAFSC	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE**
4D031	23	21
4D051	52	48
4D071	23	30
4D091	1	1
4D000	1	0

TOTAL ASSIGNED = 474

TOTAL SURVEYED = 424

TOTAL IN SURVEY SAMPLE = 236

PERCENT OF ASSIGNED IN SAMPLE = 50%

PERCENT OF SURVEYED IN SAMPLE = 56%

* Assigned strength as of May 2001

TABLE 2

PAYGRADE/COMMAND DISTRIBUTION OF SURVEY SAMPLE

	PAYGRADE	4D0X1		
		Percent of Assigned*	Percent of Sample	
	E-1 – E-3	14	17	
	E-4	18	19	
	E-5	31	29	
	E-6	23	23	
	E-7	12	11	
E-8	1	1		
* As of February	E-9	1	0	2002
Task Factor	COMMAND	4D0X1		Administration
		Percent of Assigned*	Percent of Sample	
<p>Job descriptions sufficient data for about career field programs. Task needed for a complete field. To obtain the data, selected senior (generally E-6 or E-7) completed a second emphasis (TE) or task. These disks were from the JIs. This a number of different more detail</p> <p>Training Emphasis emphasis is a rating emphasis that should be placed on tasks in entry-level training. The senior NCOs who completed a TE disk were asked to select tasks they felt require some sort of structured training for entry-level personnel and then indicate how much TE these tasks should receive, from 1 (extremely low emphasis) to 9 (extremely high emphasis). Structured training is defined as</p>	AETC	24	33	<p>alone do not provide making decisions documents or training factor information is analysis of the career needed task factor 4D0X1 personnel craftsmen) also disk for either training difficulty (TD). processed separately information is used in analyses discussed in throughout this report.</p> <p>(TE): Training of the amount of</p>
	ACC	12	16	
	AMC	18	12	
	AFMC	8	10	
	AFRC	21	10	
	PACAF	7	9	
	USAFE	6	6	
	USAF A	3	4	
	Other	1	0	

training provided at resident training schools, field-training detachments (FTDs), mobile training teams (MTTs), formal on-the-job training (OJT), or any other organized training method. Unfortunately, interrater agreement for these raters was unacceptably low, precluding the use of this data.

Task Difficulty (TD): TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. The senior NCOs who completed TD disks were asked to rate the difficulty of each task using a 9-point scale (extremely low to extremely high). Interrater reliability was very good. Ratings were standardized so tasks have an average difficulty of 5.00 and a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TE and TD ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting entry-level jobs.

CAREER FIELD STRUCTURE

The first step in the analysis process is to identify the structure of the career field in terms of the jobs performed by the respondents. The Comprehensive Occupational Data Analysis Program (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group, or forms new groups based on the similarity of tasks and time spent ratings.

The basic group used in the hierarchical clustering process is the **Job**. When two or more jobs have a substantial degree of similarity, in tasks performed and time spent on tasks, they are grouped together and identified as a **Cluster**. Jobs falling outside the cluster are called **Independent Jobs**. The structure of this career field is then defined in terms of clusters and independent jobs.

Overview of Specialty Jobs

The analysis of tasks performed and time spent performing each task identified two clusters; one containing four jobs and the other three jobs. It also identified four independent jobs. Figure 1 illustrates the clusters and independent jobs performed by 4D0X1 personnel.

The clusters and independent jobs are listed below. The stage (STG) number shown beside each title references computer printed information, while the letter "N" indicates the number of personnel in each group.

I. HOSPITAL KITCHEN CLUSTER (STG 28, N=112)

- A. Cooking Job (STG 43, N=10)
 - B. Cooking and Cleaning Job (STG 55, N=10)
 - C. Food Serving Job (STG 56, N=55)
 - D. NCOIC Kitchen Job (STG 67, N =0)
- II. CLINICAL DIETETICS INDEPENDENT JOB (STG 54, N=13)
- III. NUTRITIONAL EDUCATION INDEPENDENT JOB (STG 52, N=20)
- IV. MANAGEMENT, SUPERVISION, AND TRAINING CLUSTER (STG 27, N=44)
 - A. NCOIC Management Job (STG, 37, N=5)
 - B. Non-Kitchen Supervisor Job (STG 44, N=31)
 - C. Supervisor/trainer Job (STG 49, N=7)
- V. NCOIC EQUIPMENT INDEPENDENT JOB (STG 50, N=5)
- VI. STOREROOM INDEPENDENT JOB (STG 57, N=8)

The respondents forming these clusters and independent jobs account for 86 percent of the survey sample. Fourteen percent of the survey sample did not group with any cluster or independent job. Survey respondents sometimes do not fall into an identified job because they perform only a small number of tasks. Also, there may not have been enough individuals performing the same combination of tasks to warrant their identification of a job. Nevertheless, all major functions within the career field are covered in the identified clusters and independent jobs.

**IDENTIFIED JOB STRUCTURE AND PERCENTAGES OF
TOTAL SURVEY SAMPLE
(N =236)**

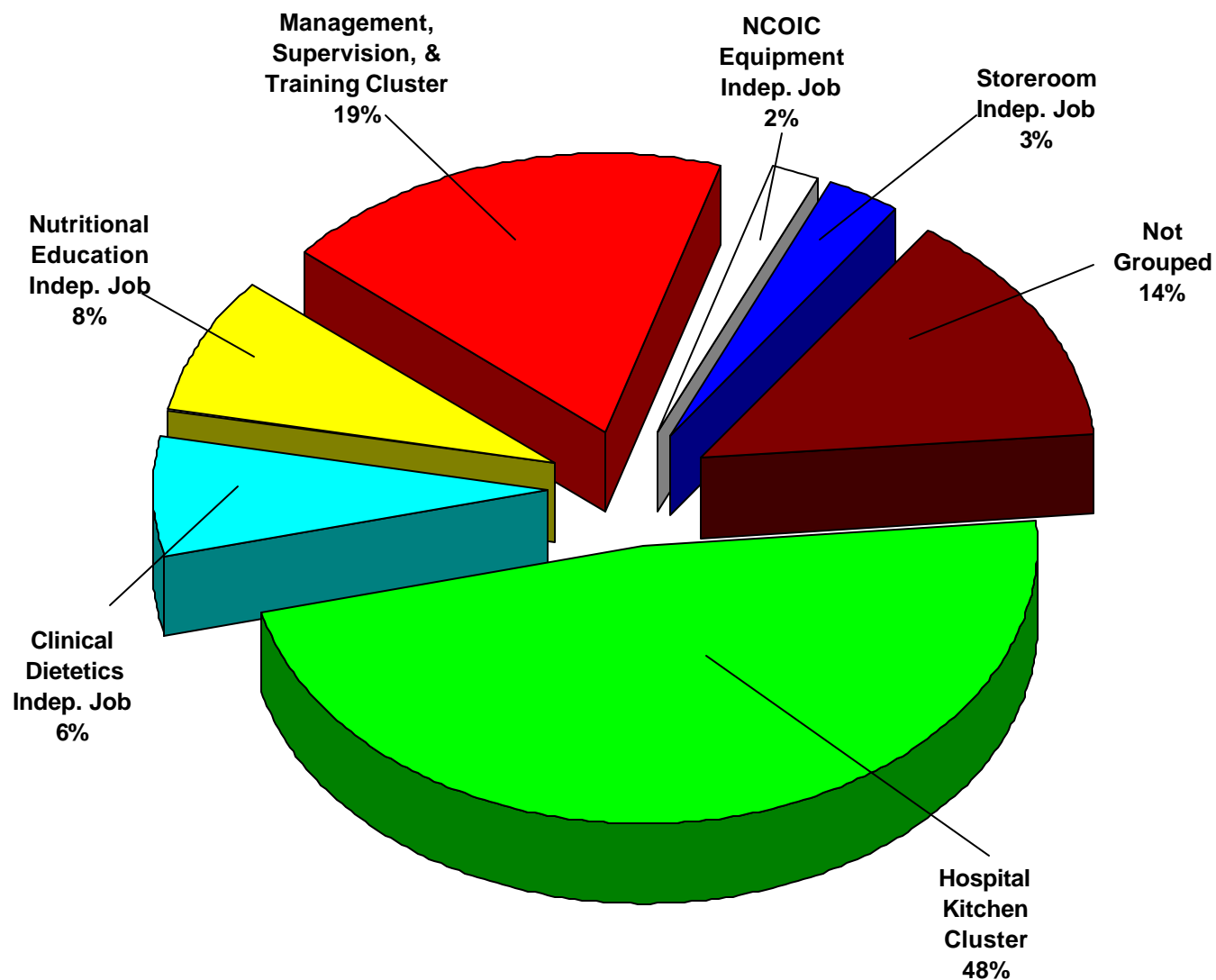


FIGURE 1

Group Descriptions

The following paragraphs contain brief descriptions of the clusters and independent jobs identified through the career field structure analysis. Table 3 presents the time spent on duties by

members of these specialty jobs. Selected background data for these jobs are provided in Table 4. Representative tasks for all the groups are contained in Appendix A. No data regarding Total Active Federal Military Service (TAFMS), time in present job (TIPJ), and time in career field (TICF) will be displayed for Air National Guard (ANG) and Air Force Reserve Command (AFRC) personnel as these members measure accrued time differently than Active Duty (AD) members.

I. HOSPITAL KITCHEN CLUSTER (STG 28).

The 112 airmen in this job (48 percent of the survey sample) represent the core of the career field. The airmen in this job spend their time in several duty areas. For example, 23 percent of their time is spent Performing Menu Production Activities (Duty A), 19 percent is spent Cleaning and Maintaining Food Service Facilities

HOSPITAL KITCHEN CLUSTER	AD	AFRC
Number of members	99	13
Average number of tasks performed	140	230
Average time in present job	4.2 yrs	N/A
Average time in career field	7.4 yrs	N/A
TAFMS	7.6 yrs	N/A
Predominant paygrade	E-4 & E-5	E-6

(Duty D), and 16 percent Preparing Service Lines for Serving Food (Duty C). Members in this cluster perform an average of 150 tasks. Representative tasks performed include the following:

- Make salads, other than gelatin salads
- Prepare eggs
- Prepare sandwiches
- Portion individual servings of food
- Prepare vegetables
- Prepare canned foods for cooking or serving
- Portion individual servings of beverages
- Prepare cereals
- Clear, clean, and sanitize worktables or areas
- Wrap or cover individual servings or nourishment on patients' trays
- Prepare goods for blenderized liquid diets
- Prepare gravies for cooking

The predominant paygrades for the Hospital Kitchen Cluster is E-5 (30 percent), followed by E-4 (23 percent). Eighty-eight percent of these airmen are AD, averaging nearly 7½ years TAFMS. A focus on preparing and serving food is characteristic of the four jobs found within this cluster.

The first job, the **Cooking Job**, contains members who devote more than two-thirds of their time either to Performing Menu Production Activities (Duty A) or to Performing Therapeutic Food Preparation Activities (Duty B). These 10 airmen are narrowly focused on cooking.

The **Cooking and Cleaning Job** is the second job in the cluster, and consists of ten members. Members in this job also devote a large fraction of their time to Performing Menu Production Activities (Duty A). However, unlike the members in the Cooking Job, these members also devote a significant share of their time to Cleaning and Maintaining Food Service Facilities (Duty D), while spending very little time Performing Therapeutic Food Preparation Activities. The members in this job are near the beginnings in their Air Force careers. Top tasks for this job include deep fat frying, cleaning or sanitizing tile grills, and sharpening knives.

The third job in this cluster is the **Food Serving Job**. The fifty-five members in this job devote about 20 percent of their time to each of three duty areas. They are Cleaning and Maintaining Food Service Facilities (Duty D), Performing Menu Production Activities (Duty A) and Preparing Serving Lines or Serving Food (Duty C). Tasks that set incumbents apart from others in the career field include preparing hot food stations, transporting food to serving lines, serving foods on serving lines or patient tray assembly lines, and breaking down serving lines and patient tray assembly lines.

The **Kitchen NCOIC Job** is the last job in this cluster; it contains 30 members. Members in this job perform many more tasks than other members of this cluster, averaging 245 tasks. They devote a significant share of their time to Performing Management and Supervisory Activities (Duty P). However, they continue to devote most of their time to career field-specific duty areas, like applying Diet Therapy and Clinical Nutrition (Duty E), Performing Menu Production Activities (Duty A), and Cleaning and Maintaining Food Service Facilities (Duty D). Tasks that set incumbents apart from others in the cluster include developing or establishing work schedules, conducting sanitation inspections, and conducting monthly in-service training. The members in this job are more senior than other members of the Hospital Kitchen Cluster. More than 60 percent indicate that their primary job title includes the word NCOIC.

II. CLINICAL DIETETICS INDEPENDENT

JOB (STG 54). Comprising 6 percent of the survey sample, these 13 airmen report spending 77 percent of their time Applying Diet Therapy and Clinical Nutrition (Duty E). The members of this job spend more time performing Duty E than any other group in the survey sample. They perform an average of on 29 tasks. Tasks that distinguish this job include the following:

- Conduct inpatient unit rounds or visits
- Advise patients in selecting food items
- Write menus using dietary kardex
- Write individual nourishments using dietary kardex
- Modify or review diet or meal patterns for individual patients
- Identify or counsel personnel on drug-food interactions
- Tally patients' menus
- Adapt dietary allowances to patients menus
- Maintain diet order sheets, such as AF Forms 1094 (Diet Order)
- Interview patients to determine food habits or preferences

Sixty-nine percent of these members hold the 5-skill level and 31 percent hold the 3-skill level. All of the members of this job are AD. The average TICF for these airmen is approximately 6.4 years, with 6.6 years TAFMS. The predominant paygrade of this job is E-4 (62 percent).

CLINICAL DIETETICS INDEPENDENT JOB	
	AD
Number of members	13
Average number of tasks performed	29
Average time in present job	2.5 yrs
Average time in career field	6.4 yrs
TAFMS	6.6 yrs
Predominant paygrade	E-4

III. NUTRITIONAL EDUCATION INDEPENDENT JOB

(STG 52). Comprising 8 percent of the survey sample, the 20 airmen in this job report devoting 43 percent of their time to Applying Diet Therapy and Clinical Nutrition (Duty E) and another 34 percent of their time to Performing Preventive Medicine Activities (Duty G). The members in this job perform an average of 38 tasks. Representative tasks include the following:

- Conduct nutritional education programs
- Conduct behavioral modification programs, such as smoking cessation or weight management
- Conduct follow up appointments
- Conduct cooking demonstrations including recipe modifications
- Conduct commissary tours
- Conduct Air Force body fat measurement
- Conduct outcome measurement in health promotion
- Compile data for nutrition outcomes
- Conduct individualized or group nutritional counseling

NUTRITIONAL EDUCATION INDEPENDENT JOB	
	AD
Number of members	20
Average number of tasks performed	38
Average time in present job	3.5 yrs
Average time in career field	10.2 yrs
TAFMS	12.1 yrs
Predominant paygrade	E-5 & E-6

Sixty-five percent of these members hold the 5-skill level while 35 percent hold the 7-skill level. The predominant paygrades are E-5 and E-6 (40 percent and 30 percent respectively). All members are AD, averaging more than 10 years TICF and just a little more than 12 years TAFMS.

MANAGEMENT, SUPERVISION, & TRAINING CLUSTER		
	AD	AFRC
Number of members	40	4
Average number of tasks performed	95	57
Average time in present job	3.1 yrs	NA
Average time in career field	13.9 yrs	NA
TAFMS	17 yrs.	NA
Predominant paygrade	E-6 & E-7	E-6

IV. MANAGEMENT, SUPERVISION, AND TRAINING CLUSTER (STG 27).

Comprising 20 percent of the survey sample, these 44 airmen report devoting 40 percent of their time to Performing Management and Supervisory Activities (Duty P). In addition, 12 percent of their time is spent Performing Training Activities (Duty O). The members in this job perform an average of 91 tasks. Representative tasks include the following:

- Write or indorse military performance reports
- Conduct supervisory performance feedback sessions
- Inspect personnel for compliance with military standards
- Interpret policies, directives, or procedures for subordinates
- Write recommendations for awards or decorations
- Counsel subordinates concerning personal matters
- Initiate actions required due to substandard performance of personnel
- Develop monthly in-service training topics
- Evaluate personnel for promotion, demotion, reclassification, or special awards
- Conduct general meetings, such as staff meetings, briefings, conferences, or workshops

Sixty-four percent of these members hold the 7-skill level and 27 percent hold the 5-skill level. Ninety-one percent of these members are AD, and the remaining 9 percent are AFRC. The average TICF for the AD members is almost 14 years, with 17 years TAFMS. **Members** of this cluster are predominately E-6s (48 percent) and E-7s (34 percent). A focus on management, supervisory, and training activities is characteristic of the three jobs found within this cluster.

The first job, the **Food Facilities Management Job**, contains members spending the largest percent of their time Performing Management and Supervisory Activities (Duty P). Members in this job also spend significant amounts of their time Performing Nutritional Management Information System (NMIS) Activities (Duty F) and Managing Dining Facilities (Duty I). The five members that make up this job focus on financial and menu management, performing tasks such as determining reduced selling prices for leftover food items, forecasting meals using

NMIS, planning meals using NMIS, and calculating selling prices of menus using NMIS.

The **Non-Kitchen Supervisor Job** is the second job in the cluster; it includes 31 members. This job differs from the Food Facilities Management Job with regard to its incumbents' primary work areas; they include HAWCs (42 percent), Nutritional Medicine Management (23 percent), and outpatient nutrition clinics (10 percent). The incumbents devote two-fifths of their time to Performing Management and Supervisory Activities (Duty P) while spending significant amounts of time Applying Diet Therapy and Clinical Nutrition (Duty E) and Performing Preventive Medicine Activities (Duty G). Fifty-four percent of the members in this job have as their primary job title "NCOIC, HAWC" or "NCOIC, Nutritional Medicine". Top tasks for this job include maintaining or updating status indicators, writing job or position descriptions, and drafting budget requirements.

The third job in this cluster is the **Supervisor/Trainer Job**. The seven members of this job are highly focused on Performing Management and Supervisory Activities (Duty P). However, members of this job are also distinguished by the significant amount of time spent Performing Training Activities (Duty O). Examples of the tasks that set this job apart are briefing personnel concerning training programs or matters, evaluating progress of trainees, and counseling trainees on training progress. Of the four AFRC members in the Management, Supervision, and Training Cluster, three are in this job.

V. NCOIC EQUIPMENT INDEPENDENT JOB (STG 50). Comprising 2 percent of the survey sample, these five airmen focus on Performing General Supply and Equipment Activities (Duty N). The members of this job perform an average of 49 tasks. Tasks that set this job apart include the following:

- Pick up, deliver, or store equipment, tools, or parts
- Evaluate serviceability of equipment, tools, parts, or supplies
- Issue or log turn ins of equipment, tools, or parts
- Coordinate maintenance of equipment with appropriate agencies
- Initiate requisition for equipment, tools, or parts
- Inventory equipment, tools, or parts
- Develop equipment checklists
- Purchase, receive, and issue non-medical supplies
- Maintain documentation on items requiring periodic inspection or calibration
- Maintain organizational equipment or non-medical supply records

NCOIC EQUIPMENT INDEPENDENT JOB	AD
Number of members	5
Average number of tasks performed	49
Average time in present job	1.4 yrs
Average time in career field	13.1 yrs
TAFMS	17.1 yrs
Predominant paygrade	E-6 & E-7

Two of these members hold the 5-skill level and three hold the 7-skill level. Their paygrades range from E-5 to E-7. All five members are AD, having around 13 years TICF and 17 TAFMS.

VI. STOREROOM INDEPENDENT JOB (STG 74).

Comprising 3 percent of the survey sample, these 8 airmen report spending a majority of their time (53 percent) Maintaining Storerooms (Duty H). They perform an average of 37 tasks. Tasks that set this independent job apart include the following:

- Remove food items for thawing
- Return excess subsistence to stock
- Purchase, receive, or inspect food items from vendors, such as local or prime
- Prepare for inventories of subsistence
- Rotate stock using first in first out (FIFO)
- Determine subsistence purchase requirements
- Maintain security of storage areas
- Document and process food spoilage procedures
- Issue food items, other than by using NMIS

STOREROOM INDEPENDENT JOB	
	AD
Number of members	8
Average number of tasks performed	37
Average time in present job	3.5 yrs
Average time in career field	13.1 yrs
TAFMS	11.1 yrs
Predominant paygrade	E-5

Seventy-five percent of these members hold the 5-skill level and 25 percent hold the 3-skill level. All of these incumbents are AD. The average TICF field for these airmen is 8.1 years, with 11.1 years TAFMS. The predominant paygrade of this job is E-5 (37 percent).

Comparison to Previous Study

Table 5 lists the clusters and independent jobs identified in this report and compares them to the clusters and jobs from the 1999 survey report. Five of the six clusters and jobs identified in the previous report match similar clusters and independent jobs in this report. The unmatched job from the 1999 report was the Trainer Job. The NCOIC Equipment Independent Job emerged only in the present study; the 1999 study did not identify it.

In the present study, The Clinical Dietetics Independent Job replaces the Diet Office Cluster. This is due to the disappearance within the Diet Office Cluster of a narrow job that had focused solely on paper work in the Diet Office and had not involved much interaction with patients.

Also, since the 1999 study, the Supervisor Job has evolved into the Management, Supervision, and Training Cluster. This suggests that work in this area has become more specialized, with differences emerging between managing food facilities and supervising within clinics and HAWCs.

TABLE 3

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

<u>DUTIES</u>		Hospital Kitchen Cluster (ST 28)	Clinical Dietetics Independent Job (ST 54)	Nutritional Education Independent Job (ST 52)	Management, Supervision, & Training Cluster (ST 27)	NCOIC Equipment Independent Job (ST 50)	Storeroom Independent Job (ST 57)
A	Performing Menu Production Activities	23	*	*	2	2	4
B	Performing Therapeutic Food Preparation Activities	8	2	*	*	*	*
C	Preparing Serving Lines for Serving Foods	16	3	*	*	*	*
D	Cleaning and Maintaining Food Service Facilities	19	1	1	2	5	12
E	Applying Diet Therapy and Clinical Nutrition	10	77	42	11	*	*
F	Performing Nutrition Management Information System (NMIS) Activities	1	4	*	3	2	13
G	Performing Preventive Medicine Activities	*	1	34	9	2	
H	Maintaining Storeroom	3	*	*	2	3	53
I	Managing Dining Facilities	3	*	*	2	5	2
J	Preparing Cooked Therapeutic In-flight Meals (CTIMS)	*	4	*	*	*	*
K	Supporting Field Conditions	2	*	*	*	*	*
L	Performing Medical Readiness and Mobility Activities	2	*	1	5	2	
M	Performing General Administrative Activities	*	*	5	6	7	*
N	Performing General Supply and Equipment Activities	1	*	3	5	31	6
O	Performing Training Activities	2	2	2	12	20	*
P	Performing Management and Supervisory Activities	7	2	9	40	22	7

*Less than 1%

**Note: Columns may not add to 100 due to rounding error.

TABLE 4

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	Hospital Kitchen Cluster (ST 28)	Clinical Dietetics Independent Job (ST 54)	Nutritional Education Independent Job (ST 52)	Management, Supervision, & Training Cluster (ST 27)	NCOIC Equipment Independent Job (ST 50)	Storeroom Independent Job (ST 57)
	N=112	N=13	N=20	N=44	N=5	N=8
PERCENT SAMPLE						
PERCENT CONUS	81	100	80	82	100	100
PERCENT DAFSC*						
4X031	33	31	0	2	0	25
4X051	47	69	65	27	40	75
4X071	20	0	35	64	60	0
4X091	0	0	0	7	0	0
COMPONENT*						
ACTIVE DUTY	88	100	100	91	100	100
RESERVE	12	0	0	9	0	0
PERCENT PAYGRADE*						
E-2 & E-3	27	16	0	0	0	25
E-4	23	62	15	0	0	25
E-5	30	23	40	11	40	37
E-6	18	0	30	48	20	13
E-7	2	0	15	34	40	0
E-8	0	0	0	7	0	0
AVERAGE TAFMS (AD)	7.6 yrs	6.6 yrs	12.1 yrs	16.5 yrs	17.1 yrs	11.1 yrs
AVERAGE TICF (AD)	7.4 yrs.	6.4 yrs	10.2 yrs	13.7 yrs	13.1 yrs	8.1 yrs
PERCENT 1ST ENL (AD)	40	38	0	0	0	26
PERCENT SUPERVISING	44	31	35	88	60	37
AVERAGE # TASKS PERFORMED	150	38	29	91	91	37

* Columns may not add to 100 due to rounding error

TABLE 5
SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1999 SURVEYS

CURRENT SURVEY (N=232)	1999 SURVEY (N=378)
Hospital Kitchen Cluster	Food Preparation Cluster
Clinical Dietetics Independent Job	Diet Office Cluster
Nutritional Education Independent Job	Community/Outpatient Cluster
Management, Supervision, and Training Cluster	Supervisor Job
NCOIC Equipment Independent Job	<i>No similar job identified</i>
Storeroom Independent Job	Storeroom Clerk Job
<i>No similar job identified</i>	Trainer Job

Summary

The analysis of job structure within the career field identified two clusters and four independent jobs. The Hospital Kitchen Cluster contains four jobs, all of which involve a great deal of time preparing and serving food. The Management, Supervision, and Training Cluster included three jobs; they all share a major focus on management and supervisory activities. The four independent jobs are the Clinical Dietetics Independent Job, the Nutritional Education Independent Job, the NCOIC Equipment Independent Job, and the Storeroom Independent Job. Including from 2 percent to 9 percent of the survey respondents, each independent job represents a smaller niche within the career field.

ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career field structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may then be used to evaluate how well career field documents, such as the AFMAN 36-2108 *Enlisted Classification*, Specialty Description and the Career Field Education and Training Plan (CFETP), reflect what career field personnel are actually doing in the field.

The distribution of skill-level groups across the career field jobs and clusters is displayed in Table B1, while Table B2 offers another perspective by displaying the relative percent time spent on each duty across skill-level groups (please see Appendix B for Tables B1-B32). These tables reflect the distribution of both AD and AFRC personnel. Most 3-skill-level personnel start out in Hospital Kitchen Cluster jobs. While a majority of 5-skill-level personnel remain in the Hospital Kitchen Cluster, many have migrated into independent jobs and begun to take on leadership roles. As Diet Therapy personnel move up to the 7-skill level, a much larger fraction move into management, supervision, and training jobs. Seven-skill level personnel devote two-thirds of their time to management, supervision, and training tasks.

Skill-Level Descriptions

ACTIVE DUTY

DAFSC 4D031. These 49 airmen make up 23 percent of the survey sample. Seventy-six percent of these members work within the Hospital Kitchen Cluster (See Table B3). The 3-skill-level personnel spend 21 percent of their time Cleaning and Maintaining Good Service Facilities (Duty D), 20 percent Performing Menu Production Activities (Duty A), and an additional 18 percent Preparing Serving Lines or Serving Food (Duty C). Table B4 shows percent time spent on other duty areas. Common tasks include maintaining personal hygiene; covering, dating, timing, and storing leftover food items; and preparing fruits (See Table B5).

DAFSC 4D051. Forty-six percent of these members work in the Hospital Kitchen Cluster. An additional 12 percent work in the Clinical Dietetics Independent Job, while another 11 percent work in the Management, Supervision, and Training Cluster. Representing 52 percent of the total survey sample, these 109 airmen spend 21 percent of their time Applying Diet Therapy and Clinical Nutrition (Duty E) and 15 percent of their time Performing Menu Production Activities (Duty A). They also devote 10 percent of their time each to Cleaning and Maintaining Food Service Facilities (Duty D) and to Performing Management and Supervisory Activities (Duty P). Table B6, however, shows that 5-skill level members continue to focus on tasks considered technical. These tasks include maintaining personal hygiene, interviewing patients to determine food habits or preferences, and sampling foods by taste or smell. Differences between tasks performed by the AD 3- and 5-skill level members can be seen in Table B7. Most of these tasks that set 3-skill levels apart involve serving food while the tasks that differentiate 5-skill levels are all related to managerial or supervisory responsibilities.

DAFSC 4D071. These 51 airmen make up 24 percent of the survey sample. Forty-seven percent are within the Management, Supervision, and Training Cluster while 24 percent are in the Hospital Kitchen Cluster (please see Table B3). Table B4 shows that 7-skill level members spend 26 percent of their time performing Management and Supervisory Activities (Duty P). They also spend equivalent fractions of time (13 percent each) Applying Diet Therapy and Clinical Nutrition Activities (Duty E) and Performing Preventive Medicine Activities (Duty G). Tasks performed (see Table B8) include writing and endorsing military performance reports, counseling subordinates, inspecting personnel for compliance with military standards, and conducting supervisory performance feedback sessions. Table B9 shows the tasks that differentiate between the AD 5- and 7-skill-level personnel. It shows that in moving from the 5-skill level to the 7-skill level, active duty personnel reduce their involvement in menu production activities while increasing their involvement in management and supervisory activities.

DAFSC 4D091. Constituting only 1 percent of the total survey sample, these 3 airmen devote 58 percent of their time to Performing Management and Supervisory Activities (Duty P). As the reader can see in Table B3, they also devote 8 percent of their time to Performing Medical Readiness and Mobility Activities (Duty L) and 6 percent to Performing Training Activities (Duty O). All three are in jobs in the Management, Supervision, and Training Cluster (See Table B3). Table B10 shows that all three perform many management and supervisory tasks, such as determining or establishing logistics requirements, performing customer service activities, and drafting budget requirements. As AD members move from the 7-skill level to the 9-skill, they lose their involvement in applied diet therapy and clinical nutrition tasks and preventive medicine tasks and become more focused on management and supervisory tasks (See Table B11).

AFRC

DAFSC 4D051. The 5 airmen in this category account for 2 percent of the total survey sample. Sixty percent of these members work in jobs in the Hospital Kitchen Cluster; the two other members could not be grouped within a cluster or independent job. Thirty-six percent of their time is spent Performing Menu Production Activities (Duty A), while 15 percent is devoted to Cleaning and Maintaining Food Service Lines (Duty D). The representative tasks performed by 5-skill-level AFRC members are all technical in nature, including deep fat frying goods, maintaining personal hygiene, and preparing vegetables (See Table B14).

DAFSC 4D071. These 19 airmen represent 8 percent of the survey sample. Table B13 shows an increase in the amount of training and supervision activities performed at this skill level in comparison to the 5-skill level. Seven-skill-level members spend 19 percent of their time performing tasks in Duty P (Management and Supervisory Activities), 14 percent performing tasks in Duty A (Menu Production Activities), and 11 percent performing tasks in Duty O (Training Activities). Table B15 reflects the mix of management, technical, and training tasks performed by the 7-skill-level personnel, which include tasks such as maintaining training records, maintaining personal hygiene, and conducting monthly in-service training. A shift towards tasks that support field conditions is illustrated in Table B16, which displays the tasks that differentiate the 5-skill-level from the 7-skill-level members.

Component Comparison

AD VERSUS AFRC. A comparison between tasks performed by Active Duty 5-skill-level members and their AFRC counterparts did not reveal any general patterns (See Table B17). A similar comparison between 7-skill level personnel on Active Duty and in the AFRC suggests that the Active Duty personnel are more involved in management and supervision activities while AFRC personnel focus more on cooking and supporting field conditions.

Summary

Progression for Active Duty members in the Diet Therapy career field follows a regular pattern. Most airmen at the 3-skill level work in hospital kitchens. At the 5-skill level, some Active Duty members move into non-kitchen jobs and start to take on management and supervisory duties. The 7-skill level sees a further decline in food preparation and serving activities and a sharp increase in management and supervision activities for AD Personnel. The three Active Duty personnel at the 9-skill level are highly focused on management. The AFRC members at the 5- and 7-skill levels devote smaller fractions of their duty time to management and supervision activities than do their Active Duty counterparts. Moreover, none of the AFRC members in our sample is in one of four independent jobs identified in this study.

TRAINING ANALYSIS

Occupational survey data are one of many sources of information that can be used to assist in the development of a training program relevant to the needs of personnel in their first-enlistment. Factors that may be used in evaluating training include the overall description of the work being performed by first-enlistment personnel and their overall distribution across career field jobs, percentages of first-enlistment (1-48 months TAFMS) members performing specific tasks, as well as Task Difficulty ratings (previously explained in the **SURVEY METHODOLOGY** section). Due to the different methods of calculating TAFMS for ANG and AFRC personnel, this information is only appropriate for AD members.

First-Enlistment Personnel

In this study, there are 52 members in their first-enlistment (1-48 months TAFMS), representing 22 percent of the total survey sample. Figure 2 reflects the distribution of first-enlistment personnel across the specialty jobs. The vast majority of these airmen are in the Hospital Kitchen Cluster (64 percent), with smaller numbers being found in the Clinical Dietetics Independent Job (6 percent) and the Storeroom Independent Job (4 percent).

Table B19 displays the relative percent of time spent on duties by first-enlistment personnel. It shows that first-enlistment personnel devote most of their time to four duty areas: Performing Menu Production Activities (Duty A), Preparing Serving Lines or Serving Food (Duty C), Cleaning and Maintaining Food Service Facilities (Duty D), and Applying Diet Therapy and Clinical Nutrition (Duty E). Table B20 lists representative tasks performed by first-enlistment personnel; all these tasks are in Duties A, C, or D. Table B21 lists the special diets prepared by the highest percentages of first-enlistment personnel while Table B22 reflects the equipment used by the largest percentages of first-enlistment respondents.

**DISTRIBUTION OF AFSC 4D0X1 FIRST-ENLISTMENT PERSONNEL
ACROSS SPECIALTY JOBS
(N=52)**

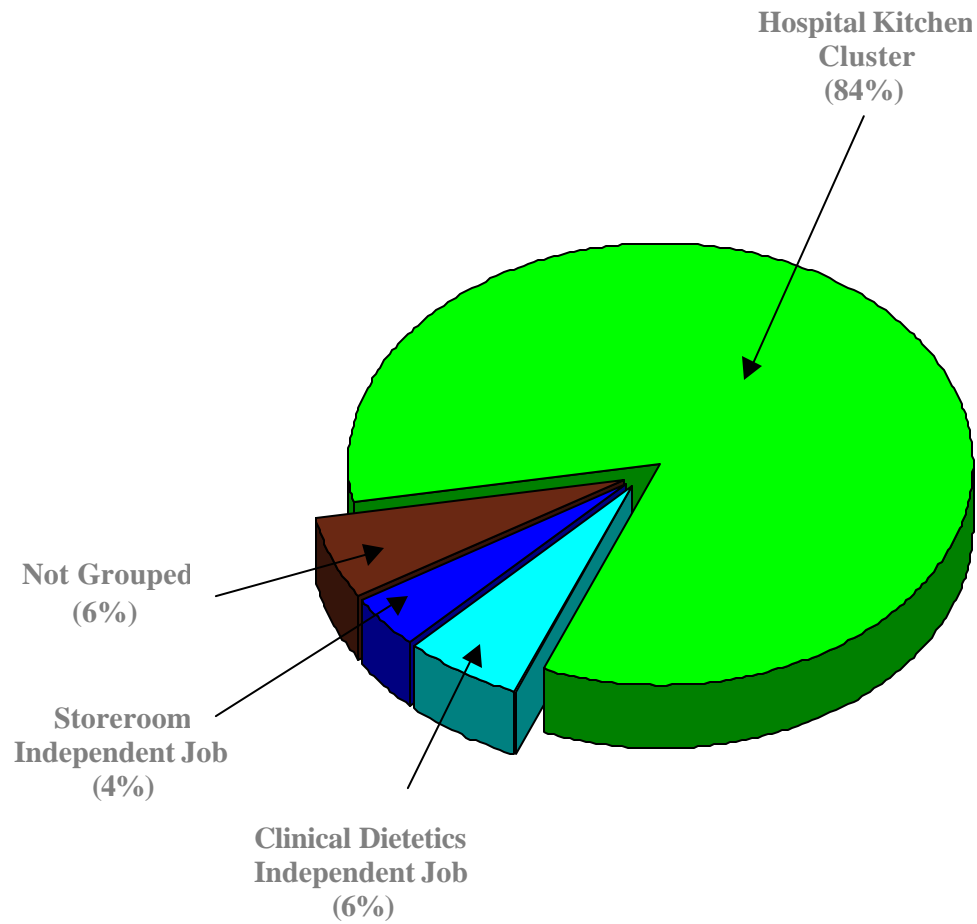


FIGURE 2

Task Difficulty Data

Task Difficulty data are secondary factors that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career field NCOs working at operational units in the field, are collected to provide training a measure of the difficulty of the JI tasks. When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving a high task difficulty rating, but low percentages performing, may be more appropriately assigned to the OJT programs within the career field. A low rating might highlight tasks best omitted from training for first-enlistment personnel, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

Table B23 displays those tasks that 4D0X1 raters judged most difficult to learn. The average TD rating is 5.0, with a standard deviation of 1.0, making a high TD rating (avg. + 1 SD) equal to 6.0. Task Difficulty raters reported calculating nonstandard diets to be the most difficult task to learn; it was followed closely by conducting individualized or group nutritional counseling.

Various lists of tasks, accompanied by TD ratings, are contained in the TRAINING EXTRACT package and should be reviewed in detail by training school personnel. (For a more detailed explanation of TE and TD ratings, see Task Factor Administration in the **SURVEY METHODOLOGY** section of this report.

Specialty Training Standard (STS)

A comprehensive review of STS 4D0X1, dated November 2000, compared STS items to survey data. Technical school personnel from Sheppard AFB TX matched job inventory tasks to appropriate sections of the STS.

STS elements containing general knowledge information, mandatory entries, subject-matter-knowledge-only requirements, or basic supervisory responsibilities were not examined. AETCI 36-2601 states that tasks performed by 20 percent or more of a criterion group should be considered for inclusion into the STS. Normally, STS elements with matched tasks that are performed by at least 20 percent of personnel in appropriate experience or skill-level groups (such as first-job, first-enlistment and 3- and 5-skill-level groups) are considered supported and should be recognized for retention in the STS. Likewise, elements matched to tasks with less than 20 percent members performing across all criterion groups should be considered for deletion from the STS.

Overall, the STS provides comprehensive coverage of the work performed by personnel in this career field, with survey data supporting the majority of the essential elements. Nevertheless, some STS areas should be reviewed. Training personnel and SMEs should

carefully review tasks that are performance-coded STS elements but which are not supported by OSR data. These tasks are not performed by a substantial number of first-job members, and therefore inclusion in the STS might not be justified. This study's data did not support continuing the performance-coding of any of the performance-coded elements in the Medical Readiness and Subsistence Control sections of the STS. Examples of performance-coded STS elements not supported by OSR data are displayed in Table B24. Also, training personnel and SMEs should review a handful of tasks that were not referenced to the STS, but which are performed by a substantial number of first-job members, in order to determine whether inclusion in the STS is justified. They are displayed in Table B25. Examples include collecting and compiling data for nutrition outcomes

Plan of Instruction (POI)

AETCI 36-2203 states OSR data should be used, when available, to determine which tasks are performed by the first-enlistment personnel of the AFSC. Tasks performed by 30 percent or more of the personnel in each skill level of the AFSC should be considered for inclusion. In this study, Job Inventory tasks were matched to the learning objectives set out in the POI for the 3-skill level Diet Therapy Apprentice Course (J3ARM4D031 002). Unsupported POI learning objectives are ones matched only to tasks performed by fewer than 30 percent of members in their first job or their first enlistment. Applying this standard, a small number of learning objectives were unsupported. Most of the unsupported learning objectives are in Block III of the POI; they deal with nutritional medicine administration topics. Examples of these unsupported POI learning objectives are found in Table B26. With fewer than 30 percent members performing, these areas of the POI should be carefully reviewed by training personnel to determine which areas, if any, are suitable for deletion.

The analysis identified a number of tasks performed by more than 30 percent of career field members in their first job or their first enlistment but not matched to any learning objective in the Diet Therapy Apprentice Course. Most of these tasks involved Performing Menu Production Activities (Duty A), Preparing Serving Lines or Serving Foods (Duty C), and Cleaning and Maintaining Food Service Facilities (Duty D); they might be taught in the Apprentice Services Specialist course (L3AQR4D031 000), which is a prerequisite to the Diet Therapy Apprentice Course. A few unmatched tasks involved activities specific to diet therapy; most of those unmatched tasks involved either Performing Therapeutic Food Preparation Activities (Duty B) or Applying Diet Therapy and Clinical Nutrition (Duty E). Table B27 provides examples of such unmatched tasks.

JOB SATISFACTION ANALYSIS

An examination of the job satisfaction indicators of various groups can give career field managers a better understanding of some of the factors that may affect the job performance of airmen in the career field. Attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions were included in the survey booklet to provide indications of job satisfaction.

Table B28 presents job satisfaction data for 4D0X1 TAFMS groups, together with TAFMS data for a comparative sample of AFSCs surveyed in the last 12 months. All TAFMS groups were rated in the areas of perception of job interest, utilization of talents, utilization of training, and sense of accomplishment gained from work. Data show that during their first two enlistments, airmen in the Diet Therapy career field find their jobs to be less interesting, to use their talents less fully, and to provide less of a sense of accomplishment than do airmen in comparative medical AFSCs. However, they see their training to be just as relevant as do airmen in the comparative sample. Moreover, lower morale has not led to lower rates of reenlistment intentions.

Table B29 compares TAFMS data for the current survey to data from the last occupational survey report. In general, it shows how little perceptions of job satisfaction have changed the last 3 years---the major exception being the reenlistment intentions of airmen in their first term, which have declined sharply.

Table B30 provides a review of the job satisfaction ratings for personnel in different clusters and independent jobs. This table reveals that airmen in the Clinical Dietetics Independent Job had much lower levels of job satisfaction and reenlistment intentions. The individuals in the Nutrition Education Cluster, the Management, Supervision, and Training Cluster, and the Equipment Independent Job expressed the highest levels of job satisfaction in the career field.

PREDICTIVE RETENTION ANALYSIS

The reenlistment trends of airmen are critical to career field recruiting and retention efforts. The projected reenlistment decisions of airmen have always been a standard part of the Job Inventory survey included in the standard background question “do you plan to reenlist at the end of your current enlistment?” Available responses include: will retire, no or probably no, or yes or probably yes. Starting in First Quarter 2001 this information was supplemented by the addition of 31 separation/reenlistment factors, now standard in all AFOMS JIs. Upon identifying one’s reenlistment intention, the respondent is asked to rate how each of these 31 variables has influenced his/her decision. Responses are recorded on a 3-point scale ranging from one to three for the choices slight, moderate, or strong influence, respectively.

Table B31 provides follow-on data across TAFMS groups for those who identified themselves as planning to reenlist. It provides the percentage of reenlisting airmen who identified the factor as having an influence on their decisions to reenlist; it also provides the average magnitude of the influence for those airmen identifying it. It also summarizes by TAFMS group the 5 top reasons for reenlisting, which reflect the magnitude of the influence weighted by the percentage of reenlisting airmen identifying it. A similar picture emerges across TAFMS groups. Pay and allowances, benefits, and job security are important factors when a member of the Diet Therapy career ladder decides to reenlist. This is true whether the airman is at his first reenlistment, his second reenlistment, or is in the career force.

Table B32 provides similar data for those who identify themselves as planning to separate. It also summarizes by TAFMS group the 5 top reasons for separating. Dislike for the military lifestyle and for pay and allowances are factors important to all separating TAFMS groups. Airmen in their first and second terms identify (a lack of) recognition of effort as a factor important to their decisions to separate. Both second-term and career airmen identified unit manning as a factor important in their decision. Esprit de corps/morale is important to those airmen separating after their first term. Civilian job opportunities are important to those airmen separating after their second term. Senior Air Force leadership and childcare needs are important for members of the career force who decide to separate.

IMPLICATIONS

This survey was initiated to provide current job and task data for use in developing promotion tests and in evaluating the *Specialty Description* in AFMAN 36-2108 and appropriate training documents.

Since the last report in 1999, the Diet Therapy career field has had a stable job structure. This report identified two clusters and four independent jobs. Five of the six matched similar clusters and jobs identified in the 1999 report. The job structure analysis indicates that the present classification structure, as described in the latest specialty description, could be enhanced by describing more fully the activities of the airmen in the Nutritional Education Independent Job.

Progression for Active Duty members in the Diet Therapy career field follows a regular pattern. Most airmen at the 3-skill level work in hospital kitchens. At the 5-skill level, some Active Duty members move into non-kitchen jobs and start to take on management and supervisory duties. The 7-skill level sees a further decline in food preparation and serving activities as well as a sharp increase in management and supervision activities. The three AD personnel at the 9-skill level are highly focused on management. The AFRC members in the sample devoted smaller fractions of their duty time to management and supervision activities than do their Active Duty counterparts at the 5- and 7-skill levels.

The STS provides comprehensive coverage of the work performed by personnel in this career field, with survey data supporting the majority of the essential elements. However, this study's data did not support continuing the performance coding of any of the elements in the Medical Readiness and Subsistence Control sections of the STS. Moreover, training personnel and SMEs should review a handful of tasks that were not referenced to the STS, but which are performed by a substantial number of first-job members, to determine whether inclusion in the STS is justified.

Turning to the POI, Block III, which deals with nutritional medicine administration for the Diet Therapy Apprentice course, contains most of the unsupported learning objectives. Training personnel should review the unsupported objectives to determine which, if any, are suitable for deletion. This report also found a few unmatched tasks that involved activities

specific to diet therapy; most of these unmatched tasks involved either Performing Therapeutic Food Preparation Activities (Duty B) or Applying Diet Therapy and Clinical Nutrition (Duty E).

Airmen in their first two enlistments find their jobs to be less interesting, to use their talents less fully, and to provide less of a sense of accomplishment than do airmen in comparative medical AFSCs. However, their comparative rates for reenlistment intentions have not suffered.

Airmen in the Clinical Dietetics Independent Job have much lower levels of job satisfaction and reenlistment intentions. The individuals in the Nutrition Education Cluster, the Management, Supervision, and Training Cluster, and the Equipment Independent Job expressed the highest levels of job satisfaction in the career field.

Perceptions of job satisfaction have changed little since the last study. However, the reenlistment intentions of airmen in their first enlistments have declined sharply since 1999.

Factors that had strong, positive influences on the reenlistment intentions of airmen in the Diet Therapy career ladder include pay and allowances; educational, medical and retirement benefits; and job security. Factors that had important negative influences on the separation intentions of airmen in the Diet Therapy career ladder include pay and allowances and (a dislike for) the military lifestyle. Lack of recognition of their efforts is important for those separating after their first and second terms. Unit manning level is important to the decision to separate for airmen in their second terms and in the career force.

APPENDIX A

REPRESENTATIVE TASKS PERFORMED
BY SPECIALTY JOB GROUPS

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TABLE A1
REPRESENTATIVE TASKS PERFORMED BY
HOSPITAL KITCHEN CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=112)
D0163	Maintain personal hygiene, other than under field conditions	86
A0045	Sample foods by taste or smell	86
A0024	Prepare eggs	85
D0160	Cover, date, time, and store leftover food items	84
A0030	Prepare fruits	84
A0037	Prepare sandwiches	82
A0019	Prepare canned foods for cooking or serving	81
A0016	Make salads, other than gelatin salads	80
D0121	Clean microwaves, ranges, or ovens, other than combination ovens	79
A0040	Prepare vegetables	79
A0012	Make coffee, tea, or cocoa	79
C0111	Verify food and beverage serving temperatures	79
A0015	Make menu item substitutions	79
D0158	Clear, clean, and sanitize worktables or areas	78
D0126	Clean refrigerators or freezers	78
A0006	Deep fat fry foods	76
C0089	Portion individual servings of foods	75
C0079	Arrange patients' trays to enhance appearance	75
A0032	Prepare gravies for cooking	74
A0020	Prepare cereals	74
A0009	Grill foods	73
C0084	Inspect completed patients' trays	73
C0088	Portion individual servings of beverages	73
C0086	Load patients' trays onto food carts	72
C0109	Transport food carts to or from inpatient units	72
C0113	Wrap or cover individual servings or nourishments on patients' tray	72
D0128	Clean toasters	72
A0021	Prepare convenience foods for serving, such as pre-cooked meats	71
A0048	Steam foods	71
D0164	Sharpen knives	71
B0057	Prepare foods for diabetic diets	71
A0013	Make gelatin desserts	71
D0149	Clean or sanitize patient food carts	71
A0018	Prepare broths for cooking	71
A0034	Prepare pre-made pastries and baked goods for baking or serving	71

TABLE A2

REPRESENTATIVE TASKS PERFORMED BY
CLINICAL DIETETICS INDEPENDENT JOB

TASKS	PERCENT MEMBERS PERFORMING (N=13)
E0186 Interview patients to determine food habits or preferences	92
E0180 Conduct inpatient unit rounds or visits	92
E0187 Maintain diet order sheets, such as AF Forms 1094 (Diet Order)	92
E0177 Conduct basic-level nutritional screenings or assessments	92
E0166 Advise patients in selecting food items	92
E0199 Write individual nourishments using dietary kardex	85
E0188 Modify or review diet or meal patterns for individual patients	85
E0184 Identify or counsel personnel on drug-food interactions	77
E0174 Complete diet census, other than weighted diet census	77
E0198 Tally patients' menus	69
E0200 Write menus using dietary kardex	69
E0165 Adapt dietary allowances to patients menus	69
E0179 Conduct individualized or group nutritional counseling	62
E0172 Compile and document inpatient units' diet order changes	62
E0196 Provide diet order changes to food production personnel	62
E0190 Observe patients' acceptance of food	62
E0193 Plan diabetic diets using food choice lists	62
E0170 Collect data for nutrition outcomes	62
E0197 Review patients medical records for objective data	54
E0167 Assemble therapeutic food menus for patients' use	54
E0195 Procure and distribute diet handout materials	54
E0185 Inform patients of recommended dietary reference intakes or allowances	54
E0169 Calculate requirements for body weights, such as increasing, decreasing, or maintaining body weights	54

TABLE A3

REPRESENTATIVE TASKS PERFORMED BY
NUTRITIONAL EDUCATION INDEPENDENT JOB

TASKS		PERCENT MEMBERS PERFORMING (N=20)
G0225	Conduct nutritional education programs	100
E0179	Conduct individualized or group nutritional counseling	95
G0221	Conduct behavioral modification programs, such as smoking cessation or weight management	95
E0178	Conduct follow-up appointments	95
E0170	Collect data for nutrition outcomes	80
E0182	Counsel patients and document using forms, such as SFs 513 (Medical Record Consultation Sheet)	75
G0220	Conduct Air Force body fat measurements	75
E0169	Calculate requirements for body weights, such as increasing, decreasing, or maintaining body weights	75
E0171	Compile data for nutrition outcomes	75
G0222	Conduct commissary tours	75
G0223	Conduct cooking demonstrations including recipe modifications	75
E0185	Inform patients of recommended dietary reference intakes or allowances	70
E0186	Interview patients to determine food habits or preferences	70
G0237	Recommend educational programs to Health and Wellness Center (HAWC) clients	70
G0226	Conduct outcome measurements in health promotion	70
G0233	Market, plan, or advertise preventive health programs	65
G0230	Evaluate dietary intake using nutritional software programs	60
E0195	Procure and distribute diet handout materials	55
G0234	Perform individual follow-up care in health promotion	55
G0231	Evaluate nutrition educational materials or programs	55
E0183	Document nutrition outcomes using Nutrition Outcomes Management Analysis Database (NOMAD)	55
E0177	Conduct basic-level nutritional screenings or assessments	50
E0189	Monitor outpatients' diets	50
G0228	Counsel individuals on nutrition for physical fitness training	50
G0235	Plan national health observances	50
G0232	Evaluate and validate Check-It-Out (CIO) programs	50
L0305	Administer or practice cardiopulmonary resuscitation (CPR)	50

TABLE A4
REPRESENTATIVE TASKS PERFORMED BY
MANAGEMENT, SUPERVISION, & TRAINING CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=44)
P0425	Inspect personnel for compliance with military standards	93
P0395	Counsel subordinates concerning personal matters	91
P0394	Conduct supervisory performance feedback sessions	91
P0444	Write or indorse military performance reports	86
P0426	Interpret policies, directives, or procedures for subordinates	84
P0421	Evaluate personnel for promotion, demotion, reclassification, or special awards	82
P0440	Write recommendations for awards or decorations	82
P0420	Evaluate personnel for compliance with performance standards	80
P0388	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	80
P0389	Conduct monthly inservice training	80
O0370	Determine training requirements	77
P0429	Perform customer service activities	75
P0423	Initiate actions required due to substandard performance of personnel	75
P0401	Develop monthly inservice training topics	73
P0393	Conduct supervisory orientations for newly assigned personnel	73
O0381	Maintain training records or files	70
O0368	Conduct on-the-job training (OJT)	70
P0439	Write job or position descriptions	70
N0355	Identify or report equipment or supply problems	70
P0398	Determine or establish work assignments or priorities	68
P0433	Review budget requirements	68
M0340	Complete accident or incident reports	68
O0378	Evaluate progress of trainees	66
P0413	Establish performance standards for subordinates	66
O0369	Counsel trainees on training progress	64
P0430	Perform QC or QI activities	64
P0399	Develop in-service training programs	64
M0348	Maintain or update status indicators, such as boards, graphs, or charts	64
O0366	Conduct facility orientations	64
M0346	Maintain administrative files	61
O0364	Brief personnel concerning training programs or matters	61
M0351	Write minutes of briefings, conferences, or meetings	61

TABLE A5

REPRESENTATIVE TASKS PERFORMED BY
NCOIC EQUIPMENT INDEPENDENT JOB

TASKS		PERCENT MEMBERS PERFORMING (N=5)
N0362	Purchase, receive, and issue non-medical supplies	100
N0361	Pick up, deliver, or store equipment, tools, or parts	100
N0356	Initiate requisitions for equipment, tools, or parts	100
N0355	Identify or report equipment or supply problems	100
N0352	Coordinate maintenance of equipment with appropriate agencies	100
N0357	Inventory equipment, tools, or parts	100
N0354	Evaluate serviceability of equipment, tools, parts, or supplies	100
N0358	Issue or log turn-ins of equipment, tools, or parts	100
N0353	Develop equipment checklists	80
O0370	Determine training requirements	80
N0360	Maintain organizational equipment or non-medical supply records	80
N0359	Maintain documentation on items requiring periodic inspections or calibrations	80
O0381	Maintain training records or files	60
O0364	Brief personnel concerning training programs or matters	60
P0388	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	60
O0366	Conduct facility orientations	60
M0351	Write minutes of briefings, conferences, or meetings	60
P0433	Review budget requirements	60
P0414	Establish procedures for accountability of equipment, tools, parts, or supplies	60
O0363	Administer or score tests	60
P0434	Review drafts or supplements or changes to directives, such as policy directives, instructions, or manuals	60
I0260	Issue change funds and controlled forms	60
D0114	Assemble food service equipment	60

TABLE A6

REPRESENTATIVE TASKS PERFORMED BY
STOREROOM INDEPENDENT JOB

TASKS		PERCENT MEMBERS PERFORMING (N=8)
H0245	Maintain security of storage areas	100
H0250	Purchase, receive, or inspect food items from vendors, such as local or prime	100
H0254	Rotate stock using first-in-first-out (FIFO) principles	100
H0248	Prepare for inventories of subsistence	100
H0253	Return excess subsistence to stock	100
H0252	Remove food items for thawing	100
H0240	Determine subsistence purchase requirements	88
H0243	Issue food items, other than by using NMIS	75
H0246	Maintain subsistence inventory, other than by NMIS	75
H0251	Record temperatures of storage areas	75
H0244	Maintain logs, such as International Merchant Purchase Authorization Card (IMPAC) card purchases	75
H0249	Purchase food items from commissaries	75
D0126	Clean refrigerators or freezers	75
H0241	Document and process food spoilage procedures	75
H0239	Date food items in storage areas	62
F0209	Maintain inventories using NMIS	62
F0207	Import subsistence using NMIS	62
F0208	Issue subsistence using NMIS	62
D0127	Clean storage racks	62
H0242	Implement food recall procedures	62
D0163	Maintain personal hygiene, other than under field conditions	50
D0162	Apply Hazard Analysis of Critical Control Points (HACCP) programs	50
H0247	Perform subsistence accounting procedures, other than by using NMIS	50
P0396	Determine financial status of subsistence accounts	50
D0122	Clean non-perishable storage areas	50
N0362	Purchase, receive, and issue non-medical supplies	50
F0216	Print out worksheets, such as production or withdrawals	50

APPENDIX B
TABLES B1-B32

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TABLE B1

DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS CAREER FIELD CLUSTERS AND SPECIALTY JOBS
(PERCENT RESPONDING)

<u>SPECIALTY CLUSTERS AND INDEPENDENT JOBS</u>	DAFSC 4D031 (N= 49)	DAFSC 4D051 (N=114)	DAFSC 4D071 (N=60)	DAFSC 4D091 (N=3)
HOSPITAL KITCHEN CLUSTER	76	46	32	0
CLINICAL DIETETICS INDEPENDENT JOB	8	8	0	0
NUTRITIONAL EDUCATION INDEPENDENT JOB	0	11	10	0
MANAGEMENT, SUPERVISION, & TRAINING CLUSTER	2	11	40	100
NCOIC EQUIPMENT INDEPENDENT JOB	0	2	4	0
STOREROOM INDEPENDENT JOB	4	5	0	0
NOT GROUPED	10	17	14	
AVERAGE NUMBER OF TASKS PERFORMED	96	89	119	94
PERCENT OF SURVEY SAMPLE	21	48	30	1

TABLE B2

PERCENT TIME SPENT ON DUTIES BY ALL 2A7X4 DAFSC MEMBERS
(PERCENT RESPONDING)

<u>DUTIES</u>	DAFSC 4D031 (N = 49)	DAFSC 4D051 (N = 114)	DAFSC 4D071 (N = 70)	DAFSC 4D091 (N = 3)
A PERFORMING MENU PRODUCTION ACTIVITIES	20	16	8	3
B PERFORMING THERAPEUTIC FOOD PREPARATION ACTIVITIES	8	5	3	0
C PREPARING SERVING LINES OR SERVING FOODS	18	9	5	1
D CLEANING AND MAINTAINING FOOD SERVICE FACILITIES	21	10	7	2
E APPLYING DIET THERAPY AND CLINICAL NUTRITION	17	21	12	1
F PERFORMING NUTRITIONAL MANAGEMENT INFORMATION SYSTEM (NMIS) ACTIVITIES	4	3	4	3
G PERFORMING PREVENTIVE MEDICINE ACTIVITIES	1	6	10	0
H MAINTAINING STOREROOMS	4	6	2	4
I MANAGING DINING FACILITIES	2	4	2	4
J PREPARING COOKED THERAPEUTIC IN-FLING MEALS (CTIMS)	1	1	0	0
K SUPPORTING FIELD CONDITIONS	1	1	2	2
L PERFORMING MEDICAL READINESS AND MOBILITY ACTIVITIES	1	1	5	8
M PERFORMING GENERAL ADMINISTRATIVE ACTIVITIES	0	2	4	5
N PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	3	4	2
O PERFORMING TRAINING ACTIVITIES	1	3	9	6
P PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	2	10	24	58

Note: Columns may not add to 100 due to rounding error.

TABLE B3

DISTRIBUTION OF AFSC 2A7X4 ACTIVE DUTY SKILL-LEVEL MEMBERS ACROSS CAREER FIELD JOBS

<u>SPECIALTY JOBS</u>		DAFSC 4D031 (N = 49)	DAFSC 4D051 (N =109)	DAFSC 4D071 (N = 51)	DAFSC 4D091 (N = 3)
I.	HOSPITAL KITCHEN CLUSTER	76	46	24	0
II.	CLINICAL DIETETICS INDEPENDENT JOB	8	8	0	0
III.	NUTRITIONAL EDUCATION INDEPENDENT JOB	0	12	14	0
IV.	MANAGEMENT, SUPERVISION, & TRAINING CLUSTER	2	11	47	100
V.	NCOIC EQUIPMENT INDEPENDENT JOB	0	2	6	0
VI.	STOREROOM INDEPENDENT JOB	4	6	0	0
	NOT GROUPED	10	16	10	0
	AVERAGE NUMBER OF TASKS	96	89	106	94
	PERCENT OF ACTIVE DUTY SURVEY SAMPLE	23	52	24	1

Note: Columns may not add to 100 due to rounding error.

TABLE B4

PERCENT TIME SPENT ON DUTIES BY ACTIVE DUTY 4D0X1 DAFSC MEMBERS
(PERCENT RESPONDING)

<u>DUTIES</u>	DAFSC 4D031 (N = 49)	DAFSC 4D051 (N =109)	DAFSC 4D071 (N = 51)	DAFSC 4D091 (N = 3)
A PERFORMING MENU PRODUCTION ACTIVITIES	20	15	5	3
B PERFORMING THERAPEUTIC FOOD PREPARATION ACTIVITIES	8	5	1	0
C PREPARING SERVING LINES OR SERVING FOODS	18	9	3	1
D CLEANING AND MAINTAINING FOOD SERVICE FACILITIES	21	10	6	2
E APPLYING DIET THERAPY AND CLINICAL NUTRITION	17	21	13	1
F PERFORMING NUTRITIONAL MANAGEMENT INFORMATION SYSTEM (NMIS) ACTIVITIES	4	3	5	3
G PERFORMING PREVENTIVE MEDICINE ACTIVITIES	1	6	13	0
H MAINTAINING STOREROOMS	4	6	2	4
I MANAGING DINING FACILITIES	2	4	2	4
J PREPARING COOKED THERAPEUTIC IN-FLING MEALS (CTIMS)	1	1	0	0
K SUPPORTING FIELD CONDITIONS	1	1	1	2
L PERFORMING MEDICAL READINESS AND MOBILITY ACTIVITIES	1	1	4	8
M PERFORMING GENERAL ADMINISTRATIVE ACTIVITIES	0	2	5	5
N PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	3	5	2
O PERFORMING TRAINING ACTIVITIES	1	3	8	6
P PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	2	10	26	58

Note: Columns may not add to 100 due to rounding error..

TABLE B5

REPRESENTATIVE TASKS PERFORMED BY
ACTIVE DUTY 3-SKILL LEVEL PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=49)
D0163	Maintain personal hygiene, other than under field conditions	69
D0160	Cover, date, time, and store leftover food items	67
A0030	Prepare fruits	67
A0045	Sample foods by taste or smell	67
C0079	Arrange patients' trays to enhance appearance	65
D0126	Clean refrigerators or freezers	65
A0024	Prepare eggs	65
A0013	Make gelatin desserts	63
A0016	Make salads, other than gelatin salads	63
C0086	Load patients' trays onto food carts	61
C0111	Verify food and beverage serving temperatures	61
A0012	Make coffee, tea, or cocoa	61
C0088	Portion individual servings of beverages	61
A0009	Grill foods	59
C0084	Inspect completed patients' trays	59
D0119	Clean floors, walls, or ceilings	59
A0006	Deep fat fry foods	59
A0019	Prepare canned foods for cooking or serving	59
D0121	Clean microwaves, ranges, or ovens, other than combination ovens	59
D0128	Clean toasters	59
D0158	Clear, clean, and sanitize worktables or areas	57
A0037	Prepare sandwiches	57
A0018	Prepare broths for cooking	57
A0040	Prepare vegetables	55
C0089	Portion individual servings of foods	55
C0113	Wrap or cover individual servings or nourishments on patients' tray	55
C0112	Wrap silverware for patients' tray service	55
C0102	Prepare toasters for use	55
A0017	Prepare batters for cooking, such as pancake or cake	55

TABLE B6

REPRESENTATIVE TASKS PERFORMED BY
ACTIVE DUTY 5-SKILL LEVEL PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=109)
D0163	Maintain personal hygiene, other than under field conditions	52
E0186	Interview patients to determine food habits or preferences	50
A0045	Sample foods by taste or smell	50
A0015	Make menu item substitutions	50
D0160	Cover, date, time, and store leftover food items	48
A0030	Prepare fruits	47
E0177	Conduct basic-level nutritional screenings or assessments	45
C0111	Verify food and beverage serving temperatures	45
E0179	Conduct individualized or group nutritional counseling	44
D0162	Apply Hazard Analysis of Critical Control Points (HACCP) programs	44
A0012	Make coffee, tea, or cocoa	44
D0121	Clean microwaves, ranges, or ovens, other than combination ovens	44
C0084	Inspect completed patients' trays	43
A0029	Prepare frozen foods for cooking or serving	42
A0040	Prepare vegetables	42
C0086	Load patients' trays onto food carts	42
D0126	Clean refrigerators or freezers	42
A0019	Prepare canned foods for cooking or serving	42
A0037	Prepare sandwiches	42
H0254	Rotate stock using first-in-first-out (FIFO) principles	41
A0007	Determine leftover food utilization	41
A0006	Deep fat fry foods	41
P0395	Counsel subordinates concerning personal matters	41
C0079	Arrange patients' trays to enhance appearance	41
A0024	Prepare eggs	41
A0034	Prepare pre-made pastries and baked goods for baking or serving	41
H0251	Record temperatures of storage areas	40
B0057	Prepare foods for diabetic diets	40
A0021	Prepare convenience foods for serving, such as pre-cooked meats	40
C0109	Transport food carts to or from inpatient units	40
D0158	Clear, clean, and sanitize worktables or areas	40

TABLE B7

TASKS WHICH BEST DIFFERENTIATE BETWEEN 3- AND 5-SKILL LEVEL ACTIVE DUTY PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 4D031 (N = 49)	DAFSC 4D051 (N = 109)	DIFFERENCE
C0085	Load food display cases or shelves	51	12	39
A0013	Make gelatin desserts	63	31	32
C0103	Prepare or set up condiments for self-service	51	19	32
C0097	Prepare juices for dispensing	51	19	32
D0131	Clean vents or ventilation hoods	47	17	30
C0091	Prepare beverage stations	45	16	29
C0088	Portion individual servings of beverages	61	32	29
C0104	Replenish beverages in dispensers for self-service	45	17	27
C0093	Prepare cold food stations	47	20	27
P0395	Counsel subordinates concerning personal matters	4	41	-37
P0394	Conduct supervisory performance feedback sessions	6	37	-31
P0389	Conduct monthly in-service training	6	35	-29
P0425	Inspect personnel for compliance with military standards	8	36	-28
P0444	Write or indorse military performance reports	4	30	-26
P0440	Write recommendations for awards or decorations	2	28	-26
P0390	Conduct safety inspections of equipment or facilities	4	29	-25
P0420	Evaluate personnel for compliance with performance standards	2	28	-25

TABLE B8

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 7-SKILL LEVEL
PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=51)
P0444	Write or indorse military performance reports	75
P0395	Counsel subordinates concerning personal matters	69
P0425	Inspect personnel for compliance with military standards	69
P0394	Conduct supervisory performance feedback sessions	69
N0355	Identify or report equipment or supply problems	67
P0388	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	65
P0389	Conduct monthly in-service training	65
P0429	Perform customer service activities	63
P0440	Write recommendations for awards or decorations	63
L0305	Administer or practice cardiopulmonary resuscitation (CPR)	63
P0426	Interpret policies, directives, or procedures for subordinates	61
O0381	Maintain training records or files	59
P0420	Evaluate personnel for compliance with performance standards	59
P0421	Evaluate personnel for promotion, demotion, reclassification, or special awards	59
P0439	Write job or position descriptions	59
N0352	Coordinate maintenance of equipment with appropriate agencies	59
P0433	Review budget requirements	59
O0370	Determine training requirements	57
M0346	Maintain administrative files	55
P0392	Conduct self-inspections or self-assessments, other than sanitation	55
P0398	Determine or establish work assignments or priorities	55
P0393	Conduct supervisory orientations for newly assigned personnel	55
M0340	Complete accident or incident reports	55
M0348	Maintain or update status indicators, such as boards, graphs, or charts	53
N0356	Initiate requisitions for equipment, tools, or parts	53
P0437	Update MEPRSs	53
N0358	Issue or log turn-ins of equipment, tools, or parts	53
E0179	Conduct individualized or group nutritional counseling	51
P0430	Perform QC or QI activities	51
P0423	Initiate actions required due to substandard performance of personnel	51
P0399	Develop in-service training programs	51
P0390	Conduct safety inspections of equipment or facilities	51

TABLE B9

TASKS WHICH BEST DIFFERENTIATE BETWEEN ACTIVE DUTY 5- AND 7-SKILL LEVEL PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 4D051 (N = 109)	DAFSC 4D071 (N= 109)	DIFFERENCE
A0016	Make salads, other than gelatin salads	39	14	26
A0007	Determine leftover food utilization	41	16	26
A0021	Prepare convenience foods for serving, such as pre-cooked meats	40	16	25
C0086	Load patients' trays onto food carts	42	18	25
A0015	Make menu item substitutions	50	25	24
A0034	Prepare pre-made pastries and baked goods for baking or serving	41	18	24
C0079	Arrange patients' trays to enhance appearance	41	18	24
P0433	Review budget requirements	8	59	-51
P0388	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	19	65	-45
P0444	Write or indorse military performance reports	30	75	-44
P0439	Write job or position descriptions	16	59	-43
P0421	Evaluate personnel for promotion, demotion, reclassification, or special awards	21	59	-38
P0429	Perform customer service activities	25	63	-38
N0358	Issue or log turn-ins of equipment, tools, or parts	15	53	-38

TABLE B10

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 9-SKILL LEVEL
PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=3)
P0397 Determine or establish logistics requirements, such as personnel, equipment, tools, parts, or workspace	100
P0429 Perform customer service activities	100
P0396 Determine financial status of subsistence accounts	100
P0408 Draft budget requirements	100
P0440 Write recommendations for awards or decorations	100
P0420 Evaluate personnel for compliance with performance standards	100
P0395 Counsel subordinates concerning personal matters	100
P0398 Determine or establish work assignments or priorities	100
P0421 Evaluate personnel for promotion, demotion, reclassification, or special awards	100
P0425 Inspect personnel for compliance with military standards	100
P0444 Write or indorse military performance reports	100
P0388 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	100
P0430 Perform QC or QI activities	100
P0394 Conduct supervisory performance feedback sessions	100
P0412 Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	100
P0433 Review budget requirements	100
P0426 Interpret policies, directives, or procedures for subordinates	100
P0443 Write or indorse civilian performance appraisals	100
P0427 Investigate accidents or incidents	100
P0422 Implement safety or security programs	100
P0393 Conduct supervisory orientations for newly assigned personnel	100
M0351 Write minutes of briefings, conferences, or meetings	100
M0339 Compile data for records, reports, logs, or trend analyses,	100
P0423 Initiate actions required due to substandard performance of personnel	100
I0256 Determine or evaluate causes of food waste	100
P0424 Initiate personnel action requests	100
P0441 Write replies to inspection reports	100
P0439 Write job or position descriptions	100
L0318 Develop medical readiness plans or annexes	100
P0416 Evaluate inspection report findings or inspection procedures	100

TABLE B11

TASKS WHICH BEST DIFFERENTIATE BETWEEN 7- AND 9-SKILL LEVEL ACTIVE DUTY PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 4D071 (N=51)	DAFSC 4D091 (N=3)	DIFFERENCE
O0381	Maintain training records or files	59	0	59
E0179	Conduct individualized or group nutritional counseling	51	0	51
E0178	Conduct follow-up appointments	49	0	49
G0225	Conduct nutritional education programs	47	0	47
E0169	Calculate requirements for body weights, such as increasing, decreasing, or maintaining body weights	47	0	47
G0221	Conduct behavioral modification programs, such as smoking cessation or weight management	47	0	47
E0186	Interview patients to determine food habits or preferences	45	0	45
C0111	Verify food and beverage serving temperatures	25	67	-41
F0201	Calculate cost menus using NMIS	25	67	-41
P0439	Write job or position descriptions	59	100	-41
P0420	Evaluate personnel for compliance with performance standards	59	100	-41
P0421	Evaluate personnel for promotion, demotion,	59	100	-41
P0402	Develop organizational or functional charts	27	67	-39
P0426	Interpret policies, directives, or procedures for subordinates	61	100	-39
P0440	Write recommendations for awards or decorations	63	100	-37

TABLE B12

DISTRIBUTION OF AFSC 4D0X1 AFRC SKILL-LEVEL MEMBERS ACROSS CAREER FIELD JOBS

<u>SPECIALTY JOBS</u>		DAFSC 4D051 (N = 5)	DAFSC 4D071 (N=19)
I.	HOSPITAL KITCHEN CLUSTER	60	53
II.	MANAGEMENT, SUPERVISION AND TRAINING CLUSTER	0	21
	NOT GROUPED	40	26
	AVERAGE NUMBER OF TASKS	84	57
	PERCENT OF SURVEY SAMPLE	2	8

TABLE B13

PERCENT TIME SPENT ON DUTIES BY AFRC 4D0X1 DAFSC MEMBERS
(PERCENT RESPONDING)

<u>DUTIES</u>	DAFSC 2A754 (N = 5)	DAFSC 2A774 (N = 19)
A PERFORMING MENU PRODUCTION ACTIVITIES	36	14
B PERFORMING THERAPEUTIC FOOD PREPARATION ACTIVITIES	6	6
C PREPARING SERVING LINES OR SERVING FOODS	9	9
D CLEANING AND MAINTAINING FOOD SERVICE FACILITIES	15	10
E APPLYING DIET THERAPY AND CLINICAL NUTRITION	5	9
F PERFORMING NUTRITIONAL MANAGEMENT INFORMATION SYSTEM (NMIS) ACTIVITIES	0	1
G PERFORMING PREVENTIVE MEDICINE ACTIVITIES	1	3
H MAINTAINING STOREROOMS	2	2
I MANAGING DINING FACILITIES	2	1
J PREPARING COOKED THERAPEUTIC IN-FLING MEALS (CTIMS)	1	1
K SUPPORTING FIELD CONDITIONS	7	4
L PERFORMING MEDICAL READINESS AND MOBILITY ACTIVITIES	4	6
M PERFORMING GENERAL ADMINISTRATIVE ACTIVITIES	0	2
N PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	1
O PERFORMING TRAINING ACTIVITIES	6	11
P PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	3	19

Note: Columns may not add to 100 due to rounding error

TABLE B14

REPRESENTATIVE TASKS PERFORMED BY AFRC 5-SKILL LEVEL PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=5)
A0006	Deep fat fry foods	60
D0163	Maintain personal hygiene, other than under field conditions	60
A0040	Prepare vegetables	60
D0158	Clear, clean, and sanitize worktables or areas	60
A0045	Sample foods by taste or smell	60
A0032	Prepare gravies for cooking	60
A0029	Prepare frozen foods for cooking or serving	60
B0057	Prepare foods for diabetic diets	60
A0039	Prepare soups for cooking or serving	60
A0019	Prepare canned foods for cooking or serving	60
A0016	Make salads, other than gelatin salads	60
C0079	Arrange patients' trays to enhance appearance	60
C0089	Portion individual servings of foods	60
B0053	Prepare foods for blenderized liquid diets	60
A0024	Prepare eggs	60
C0098	Prepare patient tray starter stations	60
C0113	Wrap or cover individual servings or nourishments on patients' tray	60
C0101	Prepare therapeutic diet kits	60
C0093	Prepare cold food stations	60
D0153	Clean or sanitize tilt grills	60

TABLE B15

REPRESENTATIVE TASKS PERFORMED BY AFRC 7-SKILL LEVEL PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=19)
O0381	Maintain training records or files	74
D0163	Maintain personal hygiene, other than under field conditions	68
P0389	Conduct monthly in-service training	68
O0368	Conduct on-the-job training (OJT)	68
A0027	Prepare fresh poultry for cooking	63
O0369	Counsel trainees on training progress	63
L0338	Set up or tear down tents	63
A0037	Prepare sandwiches	63
A0024	Prepare eggs	63
K0298	Prepare meals under field conditions	63
A0016	Make salads, other than gelatin salads	58
A0030	Prepare fruits	58
C0079	Arrange patients' trays to enhance appearance	58
O0378	Evaluate progress of trainees	58
P0399	Develop in-service training programs	58
O0364	Brief personnel concerning training programs or matters	58
A0032	Prepare gravies for cooking	58
H0239	Date food items in storage areas	58
A0047	Slice cheeses or cold meats	58
A0048	Steam foods	58
K0291	Maintain personal hygiene under field conditions	58
A0021	Prepare convenience foods for serving, such as pre-cooked meats	58
H0254	Rotate stock using first-in-first-out (FIFO) principles	58
A0026	Prepare fresh meats for cooking	58
K0282	Clean field kitchen equipment or areas	58

TABLE B16

TASKS WHICH BEST DIFFERENTIATE BETWEEN 5- AND 7-SKILL LEVEL AFRC PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 4D051 (N=5)	DAFSC 4D071 (N=19)	DIFFERENCE
C0101	Prepare therapeutic diet kits	60	37	23
C0098	Prepare patient tray starter stations	60	37	23
D0158	Clear, clean, and sanitize worktables or areas	60	37	23
K0282	Clean field kitchen equipment or areas	0	58	-58
K0284	Construct, assemble, or improvise kitchen equipment or utensils	0	53	-53
O0368	Conduct on-the-job training (OJT)	20	68	-48
P0389	Conduct monthly in-service training	20	68	-48
A0031	Prepare garnishes	0	47	-47
K0302	Set up or maintain field kitchen hand washing facilities	0	47	-47
K0303	Set up or maintain mess kit cleaning and sanitizing facilities	0	47	-47
I0259	Inspect foods before, during, or after preparation	0	47	-47

TABLE B17

TASKS WHICH BEST DIFFERENTIATE BETWEEN ACTIVE DUTY AND AFRC 5-SKILL LEVEL PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		AD 4D051 (N=109)	AFRC 4D051 (N=5)	DIFFERENCE
H0245	Maintain security of storage areas	35	0	35
I0259	Inspect foods before, during, or after preparation	32	0	32
A0031	Prepare garnishes	31	0	31
P0444	Write or indorse military performance reports	30	0	30
E0186	Interview patients to determine food habits or preferences	50	20	30
P0440	Write recommendations for awards or decorations	28	0	28
N0362	Purchase, receive, and issue non-medical supplies	28	0	28
H0250	Purchase, receive, or inspect food items from vendors,	28	0	28
C0093	Prepare cold food stations	20	60	-40
C0098	Prepare patient tray starter stations	21	60	-39
K0289	Dispose of garbage or liquid wastes under field conditions	6	40	-34
L0325	Inspect mobility bags or kits	7	40	-33
D0153	Clean or sanitize tilt grills	28	60	-32
B0077	Prepare and deliver commercial tube feedings and elemental formulas	8	40	-32
K0291	Maintain personal hygiene under field conditions	8	40	-32
C0101	Prepare therapeutic diet kits	32	60	-28

TABLE B18

TASKS WHICH BEST DIFFERENTIATE BETWEEN ACTIVE DUTY AND AFRC 7-SKILL LEVEL PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		AD 4D071 (N=51)	AFRC 4D071 (N=19)	DIFFERENCE
P0433	Review budget requirements	59	11	48
P0444	Write or indorse military performance reports	75	26	48
N0355	Identify or report equipment or supply problems	67	21	46
P0437	Update MEPRSs	53	11	42
P0429	Perform customer service activities	63	21	42
M0348	Maintain or update status indicators, such as boards, graphs, or charts	53	16	37
P0430	Perform QC or QI activities	51	16	35
P0385	Annotate time and attendance sheets for civilian	39	5	34
K0298	Prepare meals under field conditions	10	63	-53
K0291	Maintain personal hygiene under field conditions	10	58	-48
K0290	Maintain M-2 burners or immersion heaters	8	53	-45
A0024	Prepare eggs	20	63	-44
A0027	Prepare fresh poultry for cooking	20	63	-44
K0282	Clean field kitchen equipment or areas	14	58	-44
A0016	Make salads, other than gelatin salads	14	58	-44
C0094	Prepare deep fat fryers for use	10	53	-43

TABLE B19

PERCENT TIME SPENT ON DUTIES BY FIRST-ENLISTMENT PERSONNEL
(N = 52)

DUTIES	PERCENT TIME SPENT
A PERFORMING MENU PRODUCTION ACTIVITIES	20
B PERFORMING THERAPEUTIC FOOD PREPARATION ACTIVITIES	8
C PREPARING SERVING LINES OR SERVING FOODS	18
D CLEANING AND MAINTAINING FOOD SERVICE FACILITIES	21
E APPLYING DIET THERAPY AND CLINICAL NUTRITION	18
F PERFORMING NUTRITION MANAGEMENT INFORMATION SYSTEM (NMIS) ACTIVITIES	2
G PERFORMING PREVENTIVE MEDICINE ACTIVITIES	1
H MAINTAINING STOREROOMS	5
I MANAGING DINING FACILITIES	2
J PREPARING COOKED THERAPEUTIC IN-FLIGHT MEALS (TIMS)	1
K SUPPORTING FIELD CONDITIONS	1
L PERFORMING MEDICAL READINESS AND MOBILITY ACTIVITIES	1
M PERFORMING GENERAL ADMINISTRATIVE ACTIVITIES	0
N PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2
O PERFORMING TRAINING ACTIVITIES	1
P PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1

Note: Columns may not add to 100 due to rounding error

TABLE B20

REPRESENTATIVE TASKS PERFORMED BY FIRST ENLISTMENT PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=52)
D0160	Cover, date, time, and store leftover food items	71
D0163	Maintain personal hygiene, other than under field conditions	69
A0024	Prepare eggs	69
A0030	Prepare fruits	67
A0045	Sample foods by taste or smell	67
A0013	Make gelatin desserts	67
C0079	Arrange patients' trays to enhance appearance	65
A0012	Make coffee, tea, or cocoa	65
A0016	Make salads, other than gelatin salads	65
C0111	Verify food and beverage serving temperatures	63
D0126	Clean refrigerators or freezers	63
D0119	Clean floors, walls, or ceilings	62
A0006	Deep fat fry foods	62
A0018	Prepare broths for cooking	62
D0121	Clean microwaves, ranges, or ovens, other than combination ovens	62
A0019	Prepare canned foods for cooking or serving	62
A0009	Grill foods	60
C0086	Load patients' trays onto food carts	60
C0084	Inspect completed patients' trays	60
C0113	Wrap or cover individual servings or nourishments on patients' tray	60
C0088	Portion individual servings of beverages	60
A0037	Prepare sandwiches	60
A0017	Prepare batters for cooking, such as pancake or cake	60
D0158	Clear, clean, and sanitize worktables or areas	58
D0128	Clean toasters	58
C0110	Transport food to serving lines	56
A0040	Prepare vegetables	56
C0089	Portion individual servings of foods	56
C0112	Wrap silverware for patients' tray service	56
D0127	Clean storage racks	56
C0102	Prepare toasters for use	56

TABLE B21

SPECIAL DIETS COOKED BY
FIRST-ENLISTMENT AFSC 4D0X1 PERSONNEL
(PERCENT MEMBERS RESPONDING)

SPECIAL DIETS		1ST ENL (N = 52)
Full Liquid		83
Diabetic	81	
Blenderized Liquid	79	
Cardiac	79	
Clear liquid, other than Diabetic	79	
Soft	75	
Calorie Restricted	73	
Pediatric	73	
Sodium Restricted	73	
Fiber and Residue Restricted		65
Renal		63
Cholesterol R or Step I/Step II		60
High Fiber		60
Protein Restricted		60
25 gm or 50 gm Fat or Fat Controlled		58
High Calorie		56
Infant	54	
Potassium Restricted	54	
Mechanically Altered	52	
Lacto Vegetarian	48	
Tube Feeding	48	
Lactose Restricted or Lactose Controlled	44	

Neutropenic	44
Prenatal	44
Milk Free	42
Lacto Ovo Vegetarian	40

TABLE B22

EQUIPMENT USED BY FIRST-ENLISTMENT AFSC 4D0X1 PERSONNEL
(PERCENT MEMBERS RESPONDING)

EQUIPMENT	1ST ENL (N = 52)	
Can Openers	83	
Utility Carts	83	
Blenders	81	
Calculators	79	
Walk In Refrigerators	79	
Dish Washers	75	
Reach In Refrigerators	75	
Assorted Knives	73	
Computer	73	
Walk In Freezers	73	
Reach In Freezers	69	
Deep Fat Fryers		67
Microwave Ovens		67
Convection Oven		63
Coffee Makers, such as Bunn or Cory	62	
Ice Making Machines	62	
Stainless Steel Selves		62
A La Carte Cash Register		60
Beverage Dispensing Equipment		60
Garbage Disposal		58
Tilt Grills	54	
Hot Plates	54	
Pot and Pan Washer		54
Conveyor Belt Assembly Lines		54
Buffalo Choppers	50	
Steam Jacketed Kettles		48
Reach In Food Warming Ovens		48
Installed Serving Lines		48
Combination Oven		44
Meat Slicing Machines		42
Coffee Pots		42
Electric Rotary Toasters		40

TABLE B23

TASKS WITH AT LEAST 20 PERCENT PERFORMING AND HIGHEST TASK DIFFICULTY RATINGS

TASKS		PERCENT MEMBERS PERFORMING		TSK DIF
		4D0X1 1ST JOB	4D0X1 1ST ENL	
		(N = 23)	(N = 52)	
E0168	Calculate nonstandard diets	30	33	6.42
E0179	Conduct individualized or group nutritional counseling	13	25	6.37
B0066	Prepare foods for mineral restricted diets, such as sodium, potassium, or calcium restricted	26	35	6.09
E0184	Identify or counsel personnel on drug food interactions	22	23	6.07
B0069	Prepare foods for protein restricted diets	26	38	5.99
L0305	Administer or practice cardiopulmonary resuscitation (CPR)	22	23	5.95
E0169	Calculate requirements for body weights, such as increasing, decreasing, or maintaining body weight	22	33	5.93
E0193	Plan diabetic diets using food choice lists	35	35	5.90
E0185	Inform patients of recommended dietary reference intakes or allowances	22	27	5.89
E0171	Compile data for nutrition outcomes	22	27	5.87
E0197	Review patient medical records for objective data	30	35	5.84
B0077	Prepare and deliver commercial tube feedings and elemental formulas	22	27	5.84

TD MEAN = 5.00; S.D. = 1.00; HIGH = 6.00

TABLE B24

EXAMPLES OF PERFORMANCE-CODED STS ELEMENTS NOT SUPPORTED BY 4D0X1 OSR DATA

ELEMENTS/TASKS	TASK DIFF	PERCENT PERFORMING	
		4D0X1 1ST JOB (N = 23)	4D0X1 1ST ENL (N = 52)
<u>2.3 Prepare meals under field conditions +2b</u>			
K0281 Assemble trays in field feeding settings	4.99	4	8
K0284 Construct, assemble, or improvise kitchen equipment or utensils	5.52	4	12
K0286 Coordinate availability of food items with vendors or commissaries for field conditions	5.29	4	6
K0298 Prepare meals under field conditions	5.70	0	8
<u>13.7 Perform inventory +2b</u>			
H0246 Maintain subsistence inventory, other than by NMIS	5.47	4	10
H0248 Prepare for inventories of subsistence	5.54	9	6
<u>13.11 Use AF Form 543 1a</u>			
H0243 Issue food items, other than by using NMIS	5.15	9	12
H0248 Prepare for inventories of subsistence	5.54	9	6
H0253 Return excess subsistence to stock	4.19	13	10
<u>13.13 Make inventory adjustments 1a</u>			
H0246 Maintain subsistence inventory, other than by NMIS	5.47	4	10
<u>17.2 Collect cash and signatures form diners 1a</u>			
I0260 Issue change funds and controlled forms	4.81	0	10
I0262 Perform cash box functions for conventional dining facilities	5.02	13	17
I0267 Provide cash register reports to Medical Service Accountants (MSA) office	5.24	4	13

TD MEAN = 5.00; S.D. = 1.00; HIGH = 6.00

TABLE B25

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE
GROUP MEMBERS AND NOT REFERENCED TO THE STS
(PERCENT MEMBERS PERFORMING)

TASKS		TSK DIF	4D0X1 1ST JOB (N = 23)	4D0X1 1ST ENL (N = 52)
A0009	Grill food	4.15	57	60
C0081	Assist patients through serving lines	3.41	39	38
C0108	Transfer food from trays to microwave dishes for heating	2.86	22	31
E0170	Collect data for nutrition outcomes	5.62	22	33
E0171	Compile data for nutrition outcomes	5.87	22	27

TD MEAN = 5.00; S.D. = 1.00; HIGH = 6.00

TABLE B26

EXAMPLES OF UNSUPPORTED POI OBJECTIVES
(LESS THAN 30 PERCENT MEMBERS PERFORMING)

POI OBJECTIVE/MATCHED TASKS		TASK DIFF	PERCENT MEMBERS PERFORMING	
			4D0X1 1ST JOB (N = 23)	4D0X1 ENL (N = 52)
<u>III.1.F</u>	<u>Given AF forms 542 and an inventory adjustment report, perform inventory adjustments with no more than 5 instructor assists.</u>			
H0246	Maintain subsistence inventory, other than by NMIS	5.47	4	14
H0248	Prepare for inventories of subsistence	5.42	9	3
<u>III.1.I</u>	<u>Given NMIS Training Manual ,NMIS, NMIS computer terminal, perform NMIS applications with no more than 10 instructor assists.</u>			
A0010	Locate or extract recipes using Nutritional Management Information System	5.54	13	17
F0204	Create nourishment labels using NMIS	5.58	13	28
F0209	Maintain inventories using NMIS	5.96	0	3
F0210	Maintain patients data using NMIS	5.96	4	10
F0212	Perform NMIS menu maintenance	6.23	4	3
F0214	Print out nourishment rosters	5.37	17	24
TD MEAN = 5.00; S.D. = 1.00; HIGH = 6.00				

TABLE B27

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE
GROUP MEMBERS AND NOT REFERENCED TO THE POI
(PERCENT MEMBERS PERFORMING)

TASKS		TSK DIF	4D0X1 1ST JOB (N = 23)	4D0X1 1ST ENL (N = 52)
B0058	Prepare foods for fiber and residue restricted diets	5.38	30	48
B0061	Prepare foods for high caloric diets	5.12	30	41
B0062	Prepare foods for high fiber diets	5.17	17	48
B0067	Prepare foods for pediatric diets	5.14	39	45
B0069	Prepare foods for protein restricted diets	5.99	26	48
C0081	Assist patients through serving lines	3.41	39	38
E0170	Collect data for nutrition outcomes	5.62	22	41
E0173	Complete calorie counts	5.72	13	38
E0175	Complete nothing by mouth/clear liquid (NPO/CL) logs	4.44	35	38
E0191	Participate in menu planning	5.40	35	38

TD MEAN = 5.00; S.D. = 1.00; HIGH = 6.00

TABLE B28

COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS WITH A COMPARATIVE SAMPLE
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	2002 4D0X1 (N = 52)	COMP SAMPLE* (N = 383)	2002 4D0X1 (N = 41)	COMP SAMPLE* (N = 255)	2001 4D0X1 (N = 119)	COMP SAMPLE* (N = 533)
<u>EXPRESSED JOB INTEREST**:</u>						
INTERESTING	17	53	44	69	63	69
SO-SO	31	27	22	21	19	21
DULL	52	20	34	10	18	10
<u>PERCEIVED UTILIZATION OF TALENTS**:</u>						
FAIRLY WELL TO PERFECTLY	35	74	54	77	80	83
NOT AT ALL/ VERY LITTLE	65	26	46	23	20	17
<u>PERCEIVED UTILIZATION OF TRAINING**:</u>						
FAIRLY WELL TO PERFECTLY	71	83	83	84	82	80
NOT AT ALL/ VERY LITTLE	29	17	17	16	18	20
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK**:</u>						
SATISFIED	21	59	39	60	59	66
NEUTRAL	27	19	29	12	10	13
DISSATISFIED	52	22	32	29	31	21
<u>REENLISTMENT INTENTIONS**:</u>						
YES, OR PROBABLY YES	33	38	63	59	58	55
NO, OR PROBABLY NO	67	60	37	39	5	11
PLAN TO RETIRE	0	2	0	2	37	34

*Comparative sample of AFSCs surveyed in the last 12 months include 4C0X1 (Mental Health Service), 4P0X1 (Pharmacy) and 4V0X1 (Optometry)

**Columns may not add to 100 due to rounding error

TABLE B29

COMPARISON OF JOB SATISFACTION INDICATORS FOR ACTIVE DUTY AFSC 4D0X1
TAFMS GROUPS IN CURRENT TO PREVIOUS STUDY
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	2002 4D0X1 (N = 52)	1999 4D0X1 (N = 143)	2002 4D0X1 (N = 41)	1999 4D0X1 (N = 51)	2001 4D0X1 (N = 119)	1999 4D0X1 (N = 155)
<u>EXPRESSED JOB INTEREST*:</u>						
INTERESTING	17	17	44	45	63	65
SO-SO	31	28	22	25	19	17
DULL	52	55	34	29	18	19
<u>PERCEIVED UTILIZATION OF TALENTS*:</u>						
FAIRLY WELL TO PERFECTLY	35	34	54	65	80	77
LITTLE OR NOT AT ALL	65	66	46	35	20	23
<u>PERCEIVED UTILIZATION OF TRAINING*:</u>						
FAIRLY WELL TO PERFECTLY	71	62	83	76	82	84
LITTLE OR NOT AT ALL	29	38	17	24	18	16
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK*:</u>						
SATISFIED	21	29	39	51	59	63
NEUTRAL	27	19	29	14	10	9
DISSATISFIED	52	52	32	35	31	26
<u>REENLISTMENT INTENTIONS*:</u>						
YES OR PROBABLY YES	33	49	63	63	58	63
NO OR PROBABLY NO	67	50	37	37	5	10
PLAN TO RETIRE	0	1	0	0	37	27

*Columns may not add to 100 due to rounding error

TABLE B30

COMPARISON OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

	Hospital Kitchen Cluster	Clinical Dietetics Ind. Job	Nutrition Education Ind. Job	Management. Supervision & Training Cluster	Equipment Independent Job	Storeroom Independent Job
	(N = 112)	(N = 13)	(N = 20)	(N = 44)	(N = 5)	(N = 8)
<u>EXPRESSED JOB INTEREST*:</u>						
INTERESTING	37	23	75	75	80	38
SO-SO	23	46	10	20	0	50
DULL	40	31	15	5	20	13
<u>PERCEIVED UTILIZATION OF TALENTS*:</u>						
FAIRLY WELL TO PERFECTLY	54	38	85	89	80	62
LITTLE OR NOT AT ALL	46	62	15	11	20	38
<u>PERCEIVED UTILIZATION OF TRAINING*:</u>						
FAIRLY WELL TO PERFECTLY	76	62	90	89	80	87
LITTLE OR NOT AT ALL	24	38	10	11	20	13
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK*:</u>						
SATISFIED	38	15	65	66	80	38
NEUTRAL	21	23	15	11	0	25
DISSATISFIED	40	62	20	23	20	38
<u>REENLISTMENT INTENTIONS*:</u>						
YES OR PROBABLY YES	53	38	55	55	60	63
NO OR PROBABLY NO	33	56	20	7	0	25
PLAN TO RETIRE	14	8	25	39	40	13

*Note: Columns may not add to 100 due to rounding error

TABLE B31

**COMPARISON OF REENLISTMENT FACTORS BY TAFMS GROUPS
(AVERAGE RESPONSE SCORE)**

FACTORS LISTED IN ORDER OF APPEARANCE IN SURVEY	1-48 MONTHS' TAFMS (N = 17)		49-96 MONTHS' TAFMS (N = 26)		97+ MONTHS' TAFMS (N = 69)	
	Percent Selecting	Mean of Selecting	Percent Selecting	Mean of Selecting	Percent Selecting	Mean of Selecting
MILITARY LIFESTYLE	41	2.43	54	2.57	57	2.15
PAY AND ALLOWANCES	41	2.86	77	2.45	65	2.64
BONUS OR SPECIAL PAY	31	2.80	19	2.00	4	2.00
RETIREMENT BENEFITS	47	2.50	77	2.55	71	2.82
MILITARY-RELATED EDU & TRNG OPPORTUNITIES	53	1.89	46	2.43	33	2.39
OFF-DUTY EDU OR TRAINING OPPORTUNITIES	59	2.30	65	2.65	35	2.62
MEDICAL OR DENTAL CARE FOR AD MEMBER	59	2.30	77	2.50	55	2.66
MEDICAL OR DENTAL CARE FOR FAMILY MEMBERS	24	3.00	44	2.75	57	2.74
BASE HOUSING	29	2.60	27	2.29	22	2.2
BASE SERVICES	41	2.29	27	2.00	17	2.42
CHILDCARE NEEDS	24	2.75	31	2.50	12	2.75
SPOUSE'S CAREER	18	2.00	19	2.40	10	2.14
CIVILIAN JOB OPPORTUNITIES	6	2.00	19	2.20	4	3.00
EQUAL EMPLOYMENT OPPORTUNITIES	12	2.00	12	2.33	3	2.50
NUMBER OF PCS MOVES	24	2.75	23	2.17	17	2.17
LOCATION OF PRESENT ASSIGNMENT	18	2.67	38	2.60	33	2.48
NUMBER/DURATION OF TDYS OR DEPLOYMENTS	18	3.00	4	3.00	3	2.83
WORK SCHEDULE	12	1.50	31	2.25	22	2.47
ADDITIONAL DUTIES	0	0.00	15	2.50	4	2.67
JOB SECURITY	65	2.36	54	2.57	77	2.70
ENLISTED EVALUATION SYSTEM	0	0.00	15	2.25	7	2.60
PROMOTION OPPORTUNITIES	35	2.33	42	2.36	26	2.56
TRAINING/EXPERIENCE OF UNIT PERSONNEL	41	2.43	12	2.67	10	2.29
UNIT MANNING	41	2.86	15	1.75	31	1.83
UNIT RESOURCES	31	2.80	12	2.33	1	3.00
UNIT READINESS	47	2.50	12	2.33	0	0.00
RECOGNITION OF EFFORTS	53	1.89	31	2.12	16	2.09
ESPRIT DE CORPS/MORALE	59	2.30	23	2.33	12	2.57
LEADERSHIP OF IMMEDIATE SUPERVISOR	59	2.30	38	2.20	22	2.45
LEADERSHIP AT UNIT LEVEL	24	3.00	15	2.50	10	2.00
SENIOR AIR FORCE LEADERSHIP	29	2.60	12	2.67	6	2.55

Scale: 1 = Slight Influence; 2 = Moderate Influence; 3 = Strong Influence

TOP 5 REASONS FOR MEMBERS REENLISTING BY TAFMS GROUPS

1-48 MONTHS' TAFMS (N = 17)	49-96 MONTHS' TAFMS (N = 26)	97+ MONTHS' TAFMS (N = 69)
JOB SECURITY	RETIREMENT BENEFITS	JOB SECURITY
OFF-DUTY EDU OR TRAINING OPPORTUNITIES	MEDICAL OR DENTAL CARE FOR AD MEMBER	RETIREMENT BENEFITS
MEDICAL OR DENTAL CARE FOR AD MEMBER	PAY AND ALLOWANCES	PAY AND ALLOWANCES
PAY AND ALLOWANCES	OFF-DUTY EDU OR TRAINING OPPORTUNITIES	MEDICAL OR DENTAL CARE FOR FAMILY MEMBERS
RETIREMENT BENEFITS	JOB SECURITY	MEDICAL OR DENTAL CARE FOR AD MEMBER

TABLE B32

**COMPARISON OF SEPARATION FACTORS BY TAFMS GROUPS
(AVERAGE RESPONSE SCORE)**

FACTORS LISTED IN ORDER OF APPEARANCE IN SURVEY	1-48 MONTHS' TAFMS (N =35)		49-96 MONTHS' TAFMS (N = 15)		97+ MONTHS' TAFMS (N = 6)	
	Percent Selecting	Mean of Selecting	Percent Selecting	Mean of Selecting	Percent Selecting	Mean of Selecting
MILITARY LIFESTYLE	71	2.36	73	1.73	67	2.20
PAY AND ALLOWANCES	63	2.70	47	2.14	67	2.75
BONUS OR SPECIAL PAY	13	2.33	33	2.00	17	3.00
RETIREMENT BENEFITS	3	1.00	7	1.00	33	2.50
MILITARY-RELATED EDU & TRNG OPPORTUNITIES	23	2.38	0	0.00	0	0.00
OFF-DUTY EDU OR TRAINING OPPORTUNITIES	31	2.70	13	3.00	0	0.00
MEDICAL OR DENTAL CARE FOR AD MEMBER	20	2.00	27	1.50	13	3.00
MEDICAL OR DENTAL CARE FOR FAMILY MEMBERS	9	1.67	13	1.00	33	2.50
BASE HOUSING	3	3.00	7	1.00	13	3.00
BASE SERVICES	9	1.00	7	2.00	13	2.00
CHILDCARE NEEDS	6	2.50	13	3.00	50	2.67
SPOUSE'S CAREER	6	3.00	20	3.00	17	1.00
CIVILIAN JOB OPPORTUNITIES	20	2.71	53	2.12	33	1.00
EQUAL EMPLOYMENT OPPORTUNITIES	9	1.67	0	0.00	0	0.00
NUMBER OF PCS MOVES	17	2.33	20	2.67	17	3.00
LOCATION OF PRESENT ASSIGNMENT	37	2.46	27	2.00	50	2.67
NUMBER/DURATION OF TDYS OR DEPLOYMENTS	14	2.20	0	0.00	0	0.00
WORK SCHEDULE	57	2.55	33	2.20	33	1.00
ADDITIONAL DUTIES	20	2.71	27	2.50	13	3.00
JOB SECURITY	9	2.00	13	1.00	0	0.00
ENLISTED EVALUATION SYSTEM	9	3.00	27	2.75	33	1.50
PROMOTION OPPORTUNITIES	23	2.38	33	2.80	50	2.00
TRAINING/EXPERIENCE OF UNIT PERSONNEL	20	2.36	33	1.80	13	3.00
UNIT MANNING	51	2.44	60	2.33	50	3.00
UNIT RESOURCES	14	2.00	20	2.67	13	3.00
UNIT READINESS	6	2.50	20	2.67	17	1.00
RECOGNITION OF EFFORTS	63	2.68	40	3.00	33	2.00
ESPRIT DE CORPS/MORALE	60	2.86	27	3.00	33	2.00
LEADERSHIP OF IMMEDIATE SUPERVISOR	26	2.33	20	2.33	0	0.00
LEADERSHIP AT UNIT LEVEL	37	2.85	33	2.60	33	3.00
SENIOR AIR FORCE LEADERSHIP	14	3.00	13	3.00	67	2.25

Scale: 1 = Slight Influence; 2 = Moderate Influence; 3 = Strong Influence

TOP 5 REASONS FOR MEMBERS SEPARATING BY TAFMS GROUPS

1-48 MONTHS' TAFMS (N = 35)	49-96 MONTHS' TAFMS (N = 15)	97+ MONTHS' TAFMS (N = 6)
PAY AND ALLOWANCES	UNIT MANNING	PAY AND ALLOWANCES
RECOGNITION OF EFFORTS	MILITARY LIFESTYLE	UNIT MANNING
MILITARY LIFESTYLE	RECOGNITION OF EFFORTS	SENIOR AIR FORCE LEADERSHIP
ESPRIT DE CORPS/MORALE	CIVILIAN JOB OPPORTUNITIES	MILITARY LIFESTYLE
WORK SCHEDULE	PAY AND ALLOWANCES	CHILDCARE NEEDS